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CAUT ACPPU BULLETIN

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Canadians at Odds with Ottawa Over Tuition


NEARLY four in 10 Canadians are very concerned about the cost of university and college tuition, a major national poll concludes.

In Atlantic Canada, more than half of those surveyed said they were very concerned about the cost of education.

"There's a fairly widespread worry that rising tuition costs are putting the promise of a university or college education beyond the reach of many Canadians," said CAUT president Victor Catano. "The unprecedented rise in tuition fees we've seen over the past decade is starting to hurt a greater number of families."

Forty-three per cent of respondents to CAUT's Decima survey with household incomes below \$60,000 were very concerned about the cost of tuition, compared with about one third of those with incomes between \$60,000 and \$80,000 and 25 per cent of higher income earners.

In another major finding, more than one in three Canadians surveyed said


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Les Canadiens dénoncent les frais de scolarité

PRES de quatre Canadiens sur dix se disent très préoccupés par le coût des frais de scolarité des universités et des collèges, selon les résultats d'un important sondage mené à l'échelle nationale.

Dans l'Atlantique Canada, plus de la moitié des personnes interrogées se disent très préoccupées par le coût de l'enseignement.

« On trouve passablement inquiétant que les frais de scolarité qui augmentent mettent l'enseignement post-secondaire hors de portée de nombreux Canadiens, dit le président de l'ACPPU, Victor Catano. L'augmentation sans précédent des frais de scolarité enregistrée au cours des dix dernières années commence à affecter sérieusement bon nombre de familles. »

Voir **CANADIENS** à la page A2 

Landmark Academic Freedom Decision at UBC



Mary Bryson — Arbitration victory strengthens faculty rights.

"WE won." Two simple words left on Professor Mary Bryson's voice mail in February 2004 summed up an epic struggle to protect academic freedom, defend faculty control over course material and assert union bargaining rights.

The message, from the University of British Columbia Faculty Association's lawyer, arrived 16 months after Bryson first raised concerns about the university administration's efforts to have her sign away copyright in a distance education course she was helping to develop. Bryson's initial misgivings turned into formal grievances and the grievances lead to arbitration under the collective agreement. When the dust settled from the adjudication process, Bryson and UBCFA were handed a stunning win that has the potential to strengthen academic freedom rights for academic staff across Canada.


"We are thrilled by the decision," said CAUT president Victor Catano. "It's hard to know where to begin. The decision identifies copyright ownership as an inherent right of faculty, ties that ownership to academic freedom, affirms the role of associations in negotiating intellectual property rights with university administrations and up-

holds in no uncertain terms the right of faculty to defend the collective agreement. This is a remarkable achievement."

Elliott Burnell, president of UBCFA, described the decision as "clear and unambiguous in upholding the copyright rights of faculty members and the bargaining rights of the faculty association."

The Bryson/UBCFA arbitration arose from a conflict that is occurring at universities and colleges around the country. Academic staff, through tradition and contract, have owned the copyright in the course material they create. This ownership reflects the close connection between a professor and the courses they teach, and because it ensures that the professor will be the ultimate decision maker about course content, is an important component of academic freedom. It is also a model of ownership that, with the growth in online education, is under attack.

The high cost of online education puts enormous pressure on universities to reconfigure distance learning projects to diffuse courses in the digital environment. One approach to cost-cutting is to

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2675, promenade Queensview Drive,
Ottawa (Ontario) K2B 8K2; Tel: 613/820-2270;
Fax: 613/820-2417; Email: duhaime@caut.ca

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EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL
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LETTERS COURRIER

Forced Retirement

Victor Catano (President's Column, Bulletin, Feb. 2004) has raised some critical issues concerning faculty employment. These include the separation of teaching and research, the hiring of contract professors and the option of ending mandatory retirement to help alleviate the looming shortage of qualified teaching faculty.

Professor Catano clearly sets forth the case for abolishing mandatory retirement, including discrimination on the basis of age and the economic implications for some, particularly women. He proposes a flexible retirement policy that allows for early retirement as well as employment after age 65.

Our own prime minister has by example and in public statements called for an end to forced retirement. The age for retirement in Ontario is 65. Mandatory retirement can occur because the Human Rights Code only covers people between the ages of 18 to 65. For obvious reasons, the Code must be changed and this requires an act of the provincial legislature.

The Ontario government is considering ending the practice of mandatory retirement. Now would be the time for CAUT to add its voice and its resources to lobby for change to the provincial law.

The CAUT web site includes a Policy Statement on Retirement, approved by CAUT Council in November

2002 (www.caut.ca/english/about/policy/retirement.asp). Professor Catano's message is entirely consistent with this policy. There are many who have been forced to retire, including us, who wish all of the provisions contained in this policy statement could be instituted, and the sooner the better.

WALTER HEDELMAN
Adjunct Professor (Post-Retirement)
Medicine, University of Ottawa

DEBORAH GORHAM
Professor Emerita
History, Carleton University

Almanac Disappoints

I am writing to express my disappointment with your recent Almanac of Post-Secondary Education in Canada. The idea behind this publication is great. One of the most important tools for bringing about progressive change to an institution is detailed information about the status quo. What I am concerned about is what has been left out of the compilation.

One of the biggest problems in Canadian universities today, from both a pedagogical and a humane standpoint, is the increasing use of part-time instructors. It is no secret the people in these positions are exploited — underpaid, overworked, marginalized, denied the perks and resources their full-time colleagues take for granted, deprived of both benefits and job security.

One could argue it is this particular group which is most in need of the aforementioned tools for change. Yet your almanac contains not one single fact about the positioning of part-timers. If the reason for the omission is that this information is not as easily available as information about full-time faculty, then it seems to me CAUT should be doing something to make sure that it "becomes" available.

By simply omitting the category from your "factual overview," as if it doesn't exist, you are just helping universities keep their dirty little secrets safely under the rug.

GAILE MCGREGOR
Sociology, University of Western Ontario

No known data on contract academic staff have been omitted from the CAUT almanac. The problem is that virtually no reliable data are available. We have pressed Statistics Canada to remedy the problem. They are committed to doing so, but they require the cooperation of the university administrations, some of which simply will not provide data or claim they do not have it. We have tried gathering the information from faculty associations, but most do not have access to it either. Statistics Canada is committed to a new approach to its annual faculty survey. Hopefully, the glaring absence of data about contract academic staff will be corrected. We share your concern and are determined to find a remedy. — ed.

Les Canadiens dénoncent les frais de scolarité

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Quarante-trois pour cent des répondants au sondage Décima de l'ACPPU dont le revenu du ménage se situe en dessous de 60 000 \$ se disent très inquiets du coût des frais de scolarité, contre environ le tiers de ceux qui déclarent un revenu entre 60 000 \$ et 80 000 \$ et 25 % des répondants à revenu plus élevé.

Autre conclusion percutante de ce sondage : plus de trois Canadiens interrogés se disent personnellement très inquiets de la qualité de l'enseignement reçu par les étudiants, et un autre groupe de 39 % se disent quelque peu préoccupés.

Lorsqu'on leur demande de déterminer quelles devraient être les priorités du gouvernement fédéral, près de 63 % des répondants considèrent le régime de soins de santé comme une très grande priorité, suivis de près par ceux qui, dans la foulée du scandale actuel des commandites, optent pour une plus grande responsabilité du gouvernement.

Presque la moitié des personnes interrogées répondent que le gouvernement fédéral devrait accorder une très grande priorité à la réduction de la pauvreté et du chômage, tandis que 43 % privilégient l'accessibilité financière de l'enseignement collégial et universitaire.

Parmi les priorités moins préconisées on compte le paiement de la dette (23 %) et le renforcement de l'armée (21 %).

« Le souci de l'accès à l'enseignement postsecondaire demeure parmi les quatre grandes priorités des Canadiens, dit M. Catano. Non seulement c'est significatif, mais c'est aussi un signal évident que les Canadiens veulent que le système soit redressé.

Le sondage révèle également que le soutien au gouvernement libéral a chuté de 11 points depuis octobre dernier. À l'échelle nationale, les Libéraux recueillent maintenant le soutien de 41 % des électeurs décidés ou penchant pour le Parti libéral, suivis par les Conservateurs à 27 % et par le NPD à 19 %.

À l'échelle régionale, les Libéraux sont en tête dans l'Atlantique Canada et en Ontario, une province regorgeant d'électeurs où le parti continue de récolter l'appui de plus de la moitié des électeurs décidés. Le Bloc Québécois, avec près de la moitié (47 %) du soutien populaire, a réalisé des gains importants au Québec et même maintenant sur

sièges en faveur du Bloc au Québec et des Conservateurs et du NPD en Ontario, avec peu de chances de faire des gains ailleurs au pays », dit M. Catano.

Réalisé juste avant la présentation du budget fédéral en mars 2004, le sondage demandait d'autre part aux Canadiens comment le gouvernement fédéral pourrait le mieux s'y prendre pour améliorer l'accès à l'enseignement postsecondaire.

Plus du quart (28 %) ont privilégié l'octroi aux étudiants et à leur famille d'un plus grand nombre de dégrèvements et d'incitatifs fiscaux permettant de réaliser des économies pour l'enseignement supérieur, tandis qu'un nombre égal ont recommandé qu'Ottawa augmente le financement consacré aux universités et aux collèges de sorte à réduire les frais de scolarité.

« Ces chiffres sont significatifs dans la mesure où le budget prévoyait des dégrèvements fiscaux accrus et des incitatifs au régime enregistré d'épargne-études mais où pas un cent en argent frais n'a été versé aux provinces pour financer les universités et collèges », explique M. Catano.

Si la hausse du plafond des prêts accordés aux étudiants a été l'un des pivots du budget, cette option a obtenu seulement la faveur de 18 % des Canadiens interrogés sur le meilleur moyen d'améliorer l'accès à l'enseignement postsecondaire. ■

C'est un signal évident que les Canadiens veulent que le système soit redressé.

les Libéraux par 11 points. Le NPD a perdu une partie de son appui dans l'Atlantique Canada mais en a gagné au Manitoba, en Saskatchewan et en Colombie-Britannique où il arrive presque nez à nez avec les Libéraux. Le Parti conservateur mène seulement en Alberta où l'appui aux Libéraux est en chute libre.

Bien que les Libéraux recueillent le même pourcentage d'appui qu'il a reçu aux dernières élections fédérales, ils seraient vraisemblablement réduits à un gouvernement minoritaire si des élections avaient lieu aujourd'hui.

« Les chiffres obtenus par région révèlent clairement que le parti perdrait des

Les résultats du sondage, réalisé par le Centre de recherches Décima pour le compte de l'ACPPU, se fondent sur une entrevue menée auprès de 2 000 adultes entre le 11 et le 22 mars. Les résultats nationaux sont considérés comme exacts 19 fois sur 20, avec une marge d'erreur de $\pm 2,2$ %.

COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

Early Years Key to Career Earnings



By VICTOR CATANO

BUSINESS lore has it that Sam Bronfman, when asked what he thought was the greatest invention in modern times, replied, "compound interest." There is no doubt Bronfman, if given the choice between a penny placed in a savings account whose value doubled every day thereafter for a year, versus \$100,000 cash in hand at the end of a year, would have chosen the penny. We should be as astute as Bronfman when it comes to devising our own salary structures.

Most salary structures at Canadian universities opt for a pot of gold at the end of the day even though a higher salary earlier in a career and less at the end would have been more beneficial. The key to greater wealth is career earnings. It is not a question of how high your salary is when you retire, but how much of your salary you can invest when you are younger. Money put aside as savings and investments allows academic staff to accumulate wealth. The goal is a salary structure that starts high and gets to its highest point as quickly as possible.

In many non-academic jobs, the maximum salary is reached in 10 or fewer steps. Most faculty and librarians do not reach their maximum earnings until the year they retire. They need to keep working until they reach age 65 or later to obtain a decent pension. Higher salaries earlier in careers also improve pensions.

Consider two female university graduates. Sue joins the Canadian Armed Forces while Mary goes to grad school to pursue a PhD in clinical psychology. It will probably take Mary six to seven years to complete her degree and a required internship before finding a full-time position at a university. At today's starting salaries¹ she will likely negotiate a starting salary between \$50,000 and \$55,000. Sue on the other hand would likely have been promoted at least to captain and earning a salary of \$60,000 or more in addition to having received a good income for the past seven years. Sue will retire on a full pension at age 55 — Mary won't.

We have not only been willing victims, but also participants in designing salary structures that work against our best interests. Our "start low" and "end high" salary structures are just one example. A complex array of factors, with a merit component, is another. How many right now can state with any degree of certainty what their salary will be one year from

now? How many can even state with any degree of accuracy the different factors that make up their annual salary?

The following are some compensation factors that may apply to your salary:

- adjustments to base salary (minima and maxima for ranks)
- career development increments/progress through the ranks
- promotional adjustments
- merit
- adjustment for anomalies (which may or may not include market differentials)
- market differentials
- catch-up/sector increases

Many of these components are forms of discretionary, performance-based pay that allow management to treat individuals differentially. Performance-based pay, merit pay in particular, is usually aggressively opposed by unions. So, what is wrong with merit pay?

Let's put aside some obvious answers such as it can be used to reward favourites and punish others who speak out on the wrong side of issues, as well as allowing some members to use it as a measure of self-esteem by feeling better than those who don't get it. There are many practical problems that speak against merit pay schemes even if you could reconcile yourself to the philosophical underpinnings.

First, who sets the performance standards? Who monitors performance? Is merit determined by a dean or by your colleagues? Are decisions regarding merit pay grievable? How many grievances are likely to arise over merit pay and what are the human and financial costs of pursuing those grievances?

We need to put in place salary scales based on the true worth of our jobs.

Since merit pay makes up about 0.5 to 1 per cent of salary, in those universities where it is in place, more money is likely spent on pursuing grievances than on merit payouts. Most important, merit pay generates a sense of injustice among both those who receive it and those who do not.

Consider the case of two faculty members, Joe and Ed. Joe publishes a book shortly after being hired and has a \$2,000 merit increment added to his base salary in the second year. That increase, like Bronfman's penny, will continue to pay back large dividends regardless of whether or not Joe ever publishes another article or book or is ever again considered meritorious.

Ed spends a great deal of time in research for a book. He does not publish but presents many papers at conferences on research related to the book. The book is not published until Ed's fifth year at the university. The first four years are deemed by his dean to be unproductive and he does not award a merit increment to Ed in any of those years. Ed will be forever behind Joe in salary whether they both continue to receive further merit awards or not. Ed will never make up the difference.

Why is there a need for anomalies adjustments? Because women in the past have been willing to accept whatever starting salary was offered rather than negotiating. As well, many women were disadvantaged by merit pay schemes when they took time off work for family reasons or because they started their careers later than men. Having children and taking care of families does not earn merit awards from a university.

Why is there a need for market differentials? Because we undervalue the work of most academics and only when we are confronted by shortages in certain areas do we realize the true value of our work. Some of our colleagues have been more adept in arguing they must be paid the job rate for their work through market differentials. There would be no need for market differentials if faculty were paid what they were worth.

What should we do? Well, here's a radical suggestion. We need to emulate what is done in other industries and to put in place rational salary scales based on the true worth of our jobs. Such a system would have few steps or increments. It would start salary at a high level and in a few years salaries would max out at a "job rate." People with little or no experience would start at the floor and move up automatically, one step a year, to the job rate.

There would be a fair scheme for placing experienced people at the appropriate step on the salary scale. The salary scale is adjusted through negotiations. There would be one salary scale for each rank and merit would consist of promotion to the next rank. If someone were not promoted, they would be frozen at the ceiling of their scale. This would be a simple, fair system based on the value of what we do and designed to maximize career earnings.

I think Bronfman would approve. ■

1. CAUT Almanac of Post-Secondary Education in Canada, 2004.

Version française à la page A5.

Performance Lessons



By DONALD C. SAVAGE

THE most recent book on the collapse of Enron Corp. and the scams that led to that debacle (Bethany McLean & Peter Elkind, *The Smartest Guys in the Room*, 2003) points out that Enron executives were devotees of merit pay based on performance indicators.

All employees were reviewed twice a year through an extensive bureaucratic process and were supposed to be measured against a variety of indicators. The authors make it clear the only performance indicators that counted were the amount of money made — regardless of the methods or the consequences — and the ability to toady senior-level executives.

The authors conclude the merit system "... had more to do with manipulating the system than with honestly evaluating talent ..." Enron's former chief financial officer, Andrew Fastow, who recently accepted a 10-year prison term and a heavy fine, "... used the semiannual Performance Review Committee to push his people ahead and buy their loyalty. Though the original purpose of the PRC had become largely perverted, most executives at least went through the motions. Fastow didn't bother." Furthermore, "... the entire process consumed huge amounts of time for everyone involved."

Nevertheless, the merit system was widely promoted to other companies and business schools as the model for the future. Management argued the system brought out the best in Enron, rewarding brains, innovation and dedication. "But," say the authors, "many thought it brought out the worst of Enron: ruthlessness, selfishness and greed. In other words, the merit system handsomely rewarded the crooks, the bastards and the toadies."

And we're getting a taste of it here where the Ontario government has proposed legislation to provide for accountability in the health service sector in the province with funding for every hospital tied to performance agreements.

Following Ontario Premier Dalton McGuinty's announcement in February, editors of the *Ottawa Citizen* asked some interesting questions, noting the agreements would have to be sufficiently detailed to distinguish between different types of hospitals and different circumstances.

"A big hospital with an active emergency room, such as the Civic campus of the Ottawa Hospital, deals with vastly more complex cases than smaller institutions such as the Queensway-Carleton. Some hospitals, such as the Children's Hospital of Eastern Ontario, have large foundations

supporting them, giving them an unfair advantage over facilities with less photogenic patients, such as the Royal Ottawa Hospital's mental-health programs.

"Mr. McGuinty's plan would have to take this into account, but the bureaucracy required to oversee it all, hospital by hospital, could require more money than the province would spend improving the actual standards of care.

"It's not clear what the measurements would be used for, anyway. Mr. McGuinty proposes tying money to better numbers, but it seems logical that a hospital that can't meet its targets might actually need more money, not less. How to tell if the problem is bad management or underfunding?"

Can the universities be far behind?

But the British seem to have the touch for complete absurdity in these matters. They managed, according to the government's own agency, to spend £250 million on the administration of a quality assessment scheme for the universities, not a penny of which went to student aid, faculty salaries or new equipment.

That this is not a complete aberration in the U.K. is made clear in William Finnegan's, "Letter from London" in the Feb. 9 *New Yorker* which deals with the attempt to privatize the London Underground and to secure accountability through performance targets. The contracts were to be output-driven or performance-based "... which meant that, in order to determine payments [to the private contractors], the contracts had to anticipate an almost infinite number of possible 'outcomes,' as well as devise formulas to measure everything from 'station ambience' to 'lost customer hours.' But the task of turning this theory into actual contracts had proved Sisyphean ..."

More than \$600 million of public money was spent on consultants and drawing up the contracts, which ran to several thousand pages each. The private sector involvement was fought by the Labour Mayor of London, but in the end the Blair government announced the Tube would be owned and manned by the public sector, but maintained by two private companies. The Economist noted the dismal experience of wasteful and incompetent work by private contractors when British Rail was subjected to a similar regime has bred widespread scepticism. Pity the poor passengers. ■

Donald C. Savage is a consultant in higher education, former executive director of CAUT and an adjunct professor of history at Concordia University.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime for details (duhaime@caut.ca).

Feds Fail PSE

CAUT is warning that last month's federal budget will not improve access to Canada's universities and colleges.

The budget, Paul Martin's first as prime minister, unveiled a series of high profile measures intended to make it easier for lower- and middle-income families to pay for the soaring cost of tuition, but CAUT president Victor Catano says none of the initiatives deal with the root of the problem.

"Access is a problem because chronic underfunding is pushing up tuition fees and limiting the number of spaces available for students at colleges and universities," Catano said. "Nothing in the budget gets to the heart of the matter — the lack of adequate public funding."

The budget, Catano said, contained no new increases in transfers to the provinces to help fund post-secondary education. Instead, Finance Minister Ralph Goodale focussed his attention on student financial assistance, announcing an increase in student loan limits and new measures designed to make it more attractive for families to make contributions to Registered Education Savings Plans.

"Forcing students and their families to take on even larger debts and to try to scrimp and save more isn't a solution at all," Catano said. "What students and their families really needed in this budget was for the federal government to increase core funding of post-secondary education in exchange for the provinces agreeing to freeze and lower tuition fees. What they got instead was a prescription for more debt."

Student groups also expressed dissatisfaction with the budget.

"Paul Martin's plan for post-secondary education is to plunge students deeper into debt," said Ian Boyko, national chairperson of the Canadian Federation of Students. "Higher loan limits will allow universities to raise tuition fees, not help students make ends meet."

For low-income families, the government is planning to offer "learning bonds" for each child and a modest grant to first year students covering up to half of tuition costs to a maximum of \$3,000.

Beginning this year, Ottawa will provide a \$500 Canada Learning Bond at birth for each child born into a family with income under \$35,000 and an additional \$100 for each year that the child remains in low income, to a maximum of \$2,000. The bonds will be paid into a RESP that, according to government estimates, will be worth \$3,000 in today's dollars when it matures 18 years from now.

But Boyko said the learning bond will do little to assist students with immediate needs.

"The RESP learning bond for low-income families will not come into use for close to two decades. Besides, \$100 a year spread over 15 years will do little to help poor families pay for post-secondary education."

When adjusted for inflation, average undergraduate tuition fees, have risen 107 per cent since 1990, with even steeper increases facing students enrolled in law (217 per cent), medicine (320 per cent) and dentistry (400 per cent).

For Catano at CAUT, "if Paul Martin was really serious about improving access to education, there are two things his government could do right now. One is to increase core funding of universities and colleges so fees can be lowered. The second is to create a needs-based grant program available for students in all years of their programs."

Other measures announced in the budget include a \$90 million funding boost for the granting agencies and a new pilot program to promote the commercialization of university research.

The increase in research funding amounts to an additional \$39 million for CIHR, \$39 million for NSERC and \$12 million for SSHRC.

Paul Martin's plan for education is to plunge students deeper into debt.

CAUT executive director James Turk said the increased research funding is welcomed, but it's disappointing the SSHRC budget did not receive a larger increase to make up for the imbalance in funding levels between the different granting agencies.

Turk also questioned the new \$50 million competitive fund being created to encourage the commercialization of university research. Under the plan, granting agencies, universities and research hospitals will be invited to submit proposals to a fund administered by Industry Canada with the process determined by an advisory committee composed of private sector representatives.

"CAUT has long been concerned about the government's narrowing focus on commercialization, but this new fund raises other serious concerns," Turk said. "This new commercialization fund is being administered by Industry Canada and not the granting agencies, and the private sector will have a large say in the design and criteria of the program. Competitive research proposals should be judged in a peer review process at arm's length from government and special interests." ■

Version française à la page A8.

Quoth the raven never more...

Human language is a unique cultural tool. With the debatable exception of one or two other species, communication in the animal kingdom takes place at a most elementary level. The brainy common raven, for instance, is limited to a lexicon of roughly 64 utterances. "Words" are seldom, if ever, organized into sentences, or used to express complex or abstract meanings.

The combinatorial grammars of human language allow us to recursively manipulate finite vocabularies into infinitely varied "scripts" that communicate the most complex and subtle emotions and concepts. It's not just our words or how they've evolved — it's the way we fit them together that makes us such a successful species.

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HOMEWORK!

An Addition Problem

Use each of the 10 digits: 0, 1, 2, 3, 4, 5, 6, 7, 8, 9 once only, to form three positive whole numbers, the largest of which is the sum of the other two. Find the largest and smallest values of these sums.

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A8.

COMMENTARY TRIBUNE LIBRE

LE MOT DU PRÉSIDENT

Des questions de gros bon sens



Par VICTOR CATANO

SAM Bronfman, à qui l'on demandait ce qu'il croyait être la plus grande invention des temps modernes, a eu cette réponse désormais passée à l'histoire : « l'intérêt composé. » Nul doute que M. Bronfman, s'il avait eu le choix entre un cent placé dans un compte d'épargne dont la valeur doublerait chaque jour pendant un an et 100 000 \$ en argent comptant à la fin de l'année, aurait choisi le cent. Nous devrions comme M. Bronfman faire preuve d'astuce au moment d'aménager notre propre structure de salaire.

La plupart des structures salariales dans les universités canadiennes optent pour la marmite au trésor à la fin de la journée même si un salaire plus élevé au début d'une carrière est moins élevé à la fin aurait été plus avantageux. Le revenu de carrière est la clé de la richesse. La question n'est pas de savoir à combien s'élève votre salaire au moment de votre retraite, mais quelle portion de votre salaire vous pouvez investir lorsque vous êtes jeune. L'argent mis de côté à titre d'épargne et de placements permet aux universitaires d'acquiescer des capitaux. Ce qui compte, c'est une structure salariale qui démarre le plus haut possible et qui atteint son point culminant le plus tôt possible.

Dans bon nombre de postes non universitaires, le salaire maximum est atteint en dix étapes ou moins. La plupart des professeurs et des bibliothécaires n'atteignent pas leur revenu maximum avant l'année de la retraite. Ils doivent travailler jusqu'à 65 ans ou plus pour obtenir une pension convenable. Toucher un salaire plus élevé au début de la carrière améliore aussi le revenu de retraite.

Prenons l'exemple de deux universitaires diplômées. Suzanne joint les Forces armées canadiennes tandis que Marie poursuit ses études de troisième cycle (Ph.D.) en psychologie clinique. Marie mettra probablement six à sept ans pour obtenir son diplôme et terminer son stage obligatoire avant de trouver un poste à temps plein à l'université. Compte tenu des salaires de départ offerts aujourd'hui,¹ elle réussira vraisemblablement à négocier un salaire initial de 50 000 \$ à 55 000 \$. Suzanne, quant à elle, aura probablement été promue au moins au rang de capitaine et gagnera un salaire de 60 000 \$ ou plus, sans compter le revenu appréciable qu'elle aura touché au cours des sept dernières années. Suzanne prendra sa retraite à 55 ans avec une pleine pension. Pas Marie.

Nous avons non seulement été des victimes consentantes, mais aussi des participants à l'élaboration de structures salariales qui vont à l'encontre de nos meilleurs intérêts. Nos structures « bas au départ » et « élevé à la fin » ne sont qu'un exemple. Une gamme complexe de facteurs intégrant une composante au mérite en est un autre. Combien peuvent dire avec certitude quel sera leur salaire dans un an? Combien peuvent même énumérer avec exactitude les différents facteurs qui composent leur salaire annuel? Voici certains des facteurs de rémunération qui peuvent s'appliquer à votre salaire :

- rajustements du salaire de base (minima et maxima pour les classifications)
- échelons de progression de carrière/progression dans la hiérarchie
- rajustements de promotion
- mérite
- rajustement des écarts (qui peut inclure ou ne pas inclure les différences en fonction du marché)
- différences en fonction du marché
- augmentations de rattrapage/augmentations de secteur

Bon nombre de ces composantes sont des formules de rémunération discrétionnaire au rendement qui permettent à la direction de traiter les individus différemment. Les syndicats dénoncent vigoureusement la rémunération au rendement, particulièrement la rémunération au mérite. Mais qu'y a-t-il de mal avec la rémunération au mérite?

Éliminons d'emblée les réponses évidentes : elle sert à récompenser les favoris et à punir les autres qui ne mènent pas leurs mots et qui n'ont pas peur de critiquer ouvertement; elle permet à certains membres d'y avoir recours pour avoir une image positive de soi en se donnant le sentiment d'être meilleur que ceux qui ne l'ont pas. Il existe bien des problèmes d'ordre pratique qui attaquent les régimes de rémunération au mérite même si l'on peut s'accommoder des fondements philosophiques.

Tout d'abord, qui établit les normes de rendement? Qui contrôle le rendement? Le mérite est-il déterminé par un doyen ou par vos collègues? Les décisions concernant la rémunération au mérite peuvent-elles faire l'objet de griefs? Combien de griefs sont susceptibles d'être déposés contre la rémunération au mérite et quels sont les coûts humains et financiers de ces griefs? Puisque la rémunération au mérite constitue environ 0,5 à 1 % du salaire, les universités où ce régime est en place sont susceptibles de dépenser plus d'argent pour le règlement des griefs que pour le salaire au mérite comme tel. Chose plus importante, la ré-

munération au mérite engendre un sentiment d'injustice tant chez ceux qui la touchent que chez ceux qui n'y ont pas droit.

Examinons le cas de deux membres du corps professoral, Robert et Léon. Robert publie un ouvrage peu de temps après avoir été embauché et touche une augmentation au mérite de 2 000 \$ qui s'ajoute à son salaire de base dès la seconde année. Cette augmentation, tout comme le cent de M. Bronfman, continuera de rapporter de larges dividendes peu importe que Robert publie ou non un autre article ou ouvrage ou qu'il soit encore une fois considéré comme digne de mérite.

Léon consacre une grande partie de son temps à la recherche pour un livre. Il ne publie pas le livre mais présente un grand nombre de communications dans le cadre de conférences portant sur le sujet du livre. Le livre ne sera publié que lorsque Léon sera à sa cinquième année à l'université. Son doyen, considérant les quatre premières années de Léon comme étant improductives, ne lui accorde donc aucune augmentation au mérite pour ces années. Du point de vue du salaire, Léon restera toujours à la traîne de Robert même si les deux continuent de toucher ou non d'autres augmentations au mérite. Léon ne rattrapera jamais le salaire de Robert.

Pourquoi est-il nécessaire de rajuster les écarts? Parce que dans le passé les femmes acceptaient volontiers le salaire de départ qu'on leur offrait plutôt que de négocier. De même, nombreuses étaient les femmes désavantagées par les régimes de rémunération au mérite lorsqu'elles s'absentaient pour des raisons familiales ou parce qu'elles entreprenaient leur carrière plus tard que les hommes. Les universités ne versent pas de prime au mérite aux femmes qui font des enfants et qui s'occupent de leur famille.

Pourquoi est-il nécessaire de tenir compte des différences en fonction du marché? Parce que nous sous-évaluons le travail de la plupart des universitaires et que c'est seulement lorsque nous sommes confrontés à des pénuries de main-d'œuvre dans certains secteurs que nous prenons conscience de la véritable valeur de notre travail. Certains de nos collègues sont plus prompts à soutenir qu'ils doivent être rémunérés au taux de catégorie déterminé pour leur travail compte tenu des différences en fonction du marché. De telles différences seraient inutiles si les membres du corps universitaire étaient payés ce qu'ils valent.

Que devrions-nous faire? Eh bien, voici une suggestion radicale.

Voir QUESTIONS à la page A6

'Star' Search Skews Hiring Process



By CHRISTINE DAIGLE

In his President's Column (Bulletin, February 2004), Victor Catano raised a number of important issues related to the crisis that awaits academia as more and more professors retire in the coming decade. In particular, I want to address one specific aspect — the shortage of qualified candidates/faculty. This concern has surfaced now and again through various media sources and in corridor talk. It creates a continuing strain on hiring committees. However, this concern is a myth unsupported by hard statistics.

Speaking from my own turf, the humanities (specifically philosophy), I have come to the conclusion that there is no such "shortage of qualified faculty." I have met many well-qualified unemployed Canadian scholars. If there are ample scholars on the job market, there must be another factor in play.

My suspicion about this grew when I read the 2004 CAUT Almanac. The numbers further substantiated that, at least in the humanities, there is no shortage. There are more than enough well-qualified Canadian scholars looking for positions. In 2000, Canada's universities "produced" a total of 444 doctorates in the humanities (55 in philosophy). In the academic year 2000–2001, postings for jobs in the humanities amounted to 65 long-term appointments and 236 tenure-track positions (five long-term and 36 tenure-track in philosophy).¹ Where is the shortage?

If there is an abundance of scholars who hold doctorates, from where does the concern arise? One can conclude there is a shortage only if one considers that a person with a doctorate does not necessarily make a well-qualified candidate for a position. Perhaps it isn't a matter of degree, but a matter of qualification.

Surely much more is taken into consideration in the hiring process than a mere doctorate. The number of presentations, the number and quality of publications, and awards received are among the accomplishments relevant in the selection of candidates to be hired.

In the past years, the bar has been constantly raised so that departments are searching for "stellar"² candidates only. We are no longer looking for promising scholars. Instead, we are looking for candidates who already have a well-established research agenda. But where does this leave candidates who already have books published and extensive teaching experience but who get turned down

at selection time? Raising the bar can be seen as unjustified when hiring committees are turning down promising scholars. We are too demanding and may be unclear about what it is we are really looking for in a candidate.

In an article about the double cohort in Ontario, a university president commented on the competitiveness of university admission.³ He humorously concluded most university presidents and administrators would not even make it through the university doors given the new standards for admittance.

Could we not say the same of those soon to retire and sitting on hiring committees? Surely many of them would not qualify if interviewed today for a position. I am in no way implying they weren't qualified when appointed, only that the notion of "well qualified" has changed since then. One could be promising then. Today, one needs to be stellar.

An increasing number of departments have turned their gaze outside Canada to find these stellar candidates. There seems to be a favourable prejudice towards any doctorate produced by prestigious (or even not so prestigious) institutions abroad. I wonder what this says about our appreciation of our own capacity to produce high quality graduates.

The myth of the shortage of qualified candidates and the aforementioned prejudice provide a justification for hiring practices that end up disregarding well-qualified promising Canadian scholars. These scholars are forced to take on contractual jobs that leave them overburdened and drained. They have no time to further their own research record. Hence they remain promising but cannot advance to being stellar candidates.

It is imperative that we rethink our hiring practices. This could be part of the solution for the projected shortage of faculty in the face of large retirement numbers. By revising our conception of a well-qualified candidate, we will make room for young, promising Canadian scholars. This will help revive our university system and make it stellar. ■

Christine Daigle is an assistant professor in the philosophy department at Brock University.

1. CAUT Bulletin, Careers, September 2000–June 2001.

2. A term used by a former colleague to refer to top-notch young scholars.

3. Maclean's, November 10, 2003.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime for details (lduhaime@caut.ca).

NEWS ACTUALITÉS

Landmark Academic Freedom Decision at UBC

E3P From PAGE A1

"unbundle" or "de-skill" teaching. In the same way the industrial production line divides the job of building a car into many separate functions, digital technology can be used to break apart a university course and the job of teaching it. Instead of a course being the complete work of a professor, the various component parts of the teaching job (course development, delivery, revision and evaluation) are being separated from individual faculty members and assigned to a variety of different employees. And, just as unbundling of the teaching profession is being accomplished, universities are using the opportunity to make a claim for ownership of course content. Because faculty ownership hinders the ability of the employer to shape, revise and sell courses, many administrators view it as an obstacle to be overcome.

At UBC this battle played itself out over the development of, ironically, a new Master of Educational Technology program. In May 2002, Bryson, a tenured professor in the department of educational and counselling psychology, accepted the responsibility for developing a course for the new program. To this task she brought considerable practical experience and theoretical knowledge, having previously developed online course material and conducted extensive scholarly research on new teaching technologies.

In September 2002, after several months of work on the course, Bryson received an e-mail from the administrator overseeing the program. The e-mail asked her to sign a contract transferring rights to "course materials" to the university. The contract required that Bryson acknowledge the university could use the materials without attributing authorship and could revise and modify them or use them in a different context, without the author's consent. The contract further outlined that the university, not Bryson, would decide which materials were ultimately used in the course.

"When I saw the contract, my first thought was of academic freedom, not ownership," Bryson said. Until being presented with the contract, she said that she had never really considered course content to be property.

"Faculty often work collaboratively to develop this material, and even when it is done individually, my understanding was that it was part of the broader pool of human knowledge, not something that was amenable to ideas of ownership," she added.

Bryson said that although intellectual property rights were not at the forefront of her mind as she looked over the contract, the connection between copyright and academic freedom reluctantly materialized.

"Under the agreement, what was to stop the administration from altering or censoring my work? Because the administration was treating the material as property, my unhappy response had to be to view it in the same way and assert my rights in it."

Throughout September Bryson and the administration grappled over the terms of the contract. With no resolution in sight, she turned to the faculty association. The associ-

Academic Freedom & Copyright

"Ownership of the copyright in work produced in the course of employment by an academic author, rather than the university employer is important to support, foster and preserve academic freedom..." (p. 7)

"The many issues related to copyright are all susceptible to collective bargaining and in some work contexts and for some employees — perhaps employees engaged exclusively in online course development — they can be central and significant terms and conditions of employment. This collective agreement is built on a determination 'not to interfere with academic freedom.' Academic freedom is essential 'to instruction and the pursuit of knowledge.' Questions of copyright are inimical to academic freedom and scholarly pursuits." (p. 88)

Faculty Ownership of Copyright

"Faculty members are expected to engage in scholarly activity and to produce and disseminate their scholarly work. Because of this expectation and to protect the unfettered pursuit of knowledge that is necessary for scholarship, it is accepted, in the context of employment at a university, that academic authors have copyright ownership of their writings, unless they agree to assign the copyright to the university, a publisher or someone else. This can be characterized as the academic or teacher exception to the presumption of first ownership of copyright in the employer or it may be treated as an implied agreement to the contrary based on custom, tradition, practice or a common and shared understanding. Whether grounded in an exception or implied agreement, academic authors are the first owners of the copyright of their work." (p. 6)

The Role of Associations in Negotiating Intellectual Property Rights

"In the university employment context, because of the importance of the expression of ideas to academic freedom and the presumptive first ownership of copyright in faculty, issues related to copyright are part of the core of the relationship between employer and employee. They are part of the conditions of employment. I conclude that the scope of the union's exclusive bargaining authority includes the right to negotiate about matters related to the copyright ownership of bargaining unit employees in works made in the course of their employment." (p. 88)

"The circumstance was no different than an employer negotiating with employees covered by a collective agreement about the different conditions of employment under which they would perform their next project or work assignment. I find and declare that the University negotiated directly with individual faculty members contrary to Article 3 of the Agreement on the Framework for Collective Bargaining. The Faculty Association's grievance is allowed." (p. 93)

The Right of Faculty to Uphold the Collective Agreement

"When Dr. Bryson was removed by Dr. Gaskell in November 2002 from the assignment given to her by her department head Dr. Perry in May 2002, it was because she was insisting on doing this portion of her assigned teaching, like the rest of her regular teaching load, in accordance with the terms of the collective agreement. The decision to remove her was punishment for her refusal to agree to work under terms different from those in the collective agreement."

"Membership in the Faculty Association includes accepting and insisting on adherence to the collective agreement. Every bargaining unit member has a right, and perhaps a responsibility, to ensure the University complies with the terms of the collective agreement. This is an activity each bargaining unit member performs on behalf of the bargaining agent. Vigilance in ensuring the terms of the collective agreement are abided by and refusing to make private agreements to different conditions of employment are activities on behalf of the bargaining agent."

"I find that Dr. Bryson was removed from the work assigned to her as part of her regular teaching load because of her membership in and activities on behalf of the Faculty Association contrary to Article 4 of the Framework Agreement for Collective Bargaining. There is no need to make any finding with respect to Article 12. The grievance is allowed." (p. 96)

Above excerpts taken from the arbitrator's decision in *University of British Columbia Faculty Association (Re: Dr. Mary Bryson and Master of Educational Technology) v. The University of British Columbia* (unreported, Feb. 18, 2004 (Dorsey, Q.C.)).

ation, alarmed by the threat to academic freedom, sought a way to defend both Bryson and the broader interests of academic staff.

In a memo to faculty in late October, the association announced: "With regard to the issue of a separate contract governing the teaching of courses in the MET program, the Association's position is as follows: The Association is the sole bargaining agent for its members. It is, then, inappropriate for the University to ask members to sign a separate contract, with distinct provisions, in order to teach any courses — online or otherwise — as part of the faculty member's regular course-load. If the University believes that a particular program or

course requires agreement on specific provisions not included in the Collective Agreement, then the University should approach the Association regarding collective bargaining of such provisions. We will be advising our members of this position as well, and will continue to recommend they not sign any individual contracts with the University."

Bryson, following this advice, refused to sign the contract and was removed from the assignment to develop the course. The faculty association grieved the employer's actions under the collective agreement.

James Dorsey, Q.C., a senior member of the British Columbia Bar, was appointed to arbitrate the dispute. He was asked to resolve

whether the employer violated the exclusive bargaining authority of the union when it negotiated directly with members over copyright ownership in the Master of Educational Technology program. He was also asked to decide if the employer violated the no discrimination article of the collective agreement when it removed Bryson from the course as a result of her refusal to sign the contract.

In a meticulous 97-page decision handed down on Feb. 18, Dorsey found for the association and Bryson on all counts. He held that the scope of the union's exclusive bargaining authority included the right to negotiate about matters related to the copyright ownership and that the employer, by negotiating directly with members on this matter, violated this right.

He also ruled that the decision to remove the assignment from Bryson constituted punishment for her refusal to work under terms different from those found in the collective agreement and as such was a violation of the agreement's no discrimination article.

In and of themselves, these are remarkable statements, but what makes the decision so important is the manner in which Dorsey grounded his reasoning in the specific context of the university.

In his examination of whether the association's bargaining rights had been trammelled, Dorsey found, "Because of the importance of ideas to academic freedom and the presumption of first ownership of copyright in faculty, issues related to copyright are part of the core of the relationship between employer and employee. They are part of the conditions of employment."

By identifying academic freedom as the foundational principle of the collective agreement and finding that questions of copyright are closely tied to both academic freedom and scholarly work, the arbitrator crafted a decision that, if upheld on appeal, will serve as a landmark in the struggle to protect a model of teaching where faculty, not administrators, determine the content and spirit of courses.

The university has said it will appeal the decision.

"The litigation process is inherently demanding, but I could not accept the request to sign away my copyright," said Bryson, who spent weeks mired in time-consuming preparation for the arbitration and the equivalent of an entire day on the witness stand.

"If this decision can be used as part of a broader campaign to defend academic freedom, then the trouble has been worth it," she added.

Catano said the award will play an important role in CAUT's ongoing work to defend the academic freedom and related intellectual property rights of academic staff.

"The dilemma Professor Bryson faced is not unique to UBC," Catano said. "The troubles she faced are becoming increasingly common at universities and colleges in Canada as pressure grows from administrators, politicians and business people to treat scholarly work as industrial product. We are challenging this trend at the bargaining table and in the political arena. This decision gives our efforts an important legal boost." ■

The Killed, the Injured Should Not Be Forgotten

It is estimated that one out of 16 Canadians will become ill or injured in their place of work this year. Some will carry the effects for the rest of their lives. Many will lose their lives due to workplace accidents or occupational illnesses.

April 28 is the National Day of Mourning to remember dead, injured and ill colleagues and to resolve to take the measures required to prevent the 900,000 injuries that are reported in Canada each year from happening in the first place.

"Injuries and occupational disease are the hidden realities of Canada's universities and colleges," said James Turk, executive director of CAUT. "Academic work is considered 'safe,' but we have many members suffering from a wide range of disorders and diseases contracted at work."

Turk pointed to common problems among academics such as carpal tunnel syndrome, stress and infectious diseases.

"Sometimes, the disorders are fatal," Turk said. "Two colleagues in anthropology at the University of Manitoba, William Morgan and John Matthiasson, died from mesothelioma — a fairly rare cancer that is caused by asbestos exposure. Given the number of academic buildings in Canada that still contain asbestos, many other university staff members remain at risk." ■

For more information on the National Day of Mourning contact Laura Lozanski (lozanski@caut.ca).

Des questions de gros bon sens

E3P Suite de la PAGE A5

Il nous faut imiter les autres secteurs d'activité et mettre en place des échelles de salaires rationnelles fondées sur la vraie valeur de nos emplois. Un tel régime comporterait peu d'échelons ou d'augmentations. Le salaire serait fixé dès le départ à un niveau élevé et atteindrait en quelques années le maximum ou le « taux de catégorie ». Les gens avec peu ou sans expérience débuteraient au taux plancher et avanceraient automatiquement dans l'échelle, un échelon chaque année, jusqu'à ce qu'ils atteignent le taux de catégorie.

Le régime en place serait équitable : il suffirait de placer les gens expérimentés à l'échelon adéquat de l'échelle salariale. Et celle-ci serait rajustée à la table de négociation. Chaque classification serait assortie de sa propre échelle de salaires et le mérite consisterait à promouvoir un employé à la classification suivante. Dans le cas où quelqu'un ne serait pas promu, son salaire serait gelé au taux maximum de l'échelle. Ce serait un système simple, équitable, fondée sur la valeur du travail accompli et conçu pour optimiser le revenu de carrière.

Je pense que M. Bronfman apprécierait. ■

1. Almanach de l'enseignement postsecondaire au Canada de l'ACPUP, 2004. English on page A3.

NEWS ACTUALITÉS

Victory! Bishop's University, Faculty End Dispute

Professors accept new contract offer; deal ends one-week strike.

A TENTATIVE agreement reached March 21 ended a seven-day strike called by the Association of Professors of Bishop's University.

"It was a long and difficult round of negotiation," said Nelly Khouzam, president of APBU. "We were fighting to protect faculty numbers and for employer pension contributions and a fair compensation structure," sticking points that scuttled a March 11 tentative agreement reached after 10 months of bargaining.

"With members of the Bishop's community standing together we achieved a good settlement that is in the best interests of a better Bishop's," Khouzam said.

APBU members walked out March 15 after faculty negotiators and university administrators locked horns during contract negotiations. Eighty-six per cent of the membership voted to strike.

Khouzam expressed relief the strike had ended after seven days and thanked Bishop's students for their "remarkable" support.

The three-year agreement — approved by the membership on April 8 — provides salary increases for full-time and contract academic staff of 3.5%, 3.5% and 3.75% and increased employee contribution rates to the pension plan of 0.5% in 2005 and 0.5% in 2006. Professional development reimbursement will increase in June 2005 from \$1,800 to \$2,000. Reimbursement for presenting a conference paper rises from \$200 to \$400.

Librarians' salaries will increase in 2005 from 85% of professors' salaries to 87.5%. Librarians also have more vacation days, release time for research during the regular term



Taking it to the Streets — Students join flying pickets from Acadia, Mount Allison, Laurentian, Carleton, Concordia, Cape Breton, Moncton, New Brunswick, Prince Edward Island, Trent, Windsor and Winnipeg in support of striking professors at Bishop's University in Lennoxville March 19.

and guaranteed replacement of retiring or departing librarians.

Other highlights of the agreement include: a workload reduction from 12 to 11 courses over a two-year period; a global floor of 109

tenured positions by 2006 and a guaranteed minimum number of positions per department by the end of the agreement; full top-up of maternity and parental leaves for full-time staff and proportional top-

up for contract staff.

The pension plan has been revised to require negotiation with APBU for any future contribution holidays.

There is also language on pro-

tecting members' rights to privacy and an article governing the academic development of information technology. ■

Version française à la page A9.

Feds Force Cancellation of Academic Conference

AN academic conference at the University of Ottawa was abruptly cancelled last month after permission for five key participants to enter the country was mysteriously withheld by the Canadian government.

The conference had planned to explore the resettlement of former prisoners into society.

The five Irish nationalists, former prison inmates jailed for their IRA activities, were to relate their experience in community reintegration and reconciliation to a group of Canadian academics, government officials and NGO representatives. They also hoped to learn more about Canada's highly-regarded "LifeLine" program that integrates long-incarcerated inmates into society. Two of the five had also been invited to address an event on peace and conflict resolution at Concordia University.

"The academic bona fides of this conference were above reproach," said University of Ottawa criminology professor Robert Gaucher, a conference organizer. "The work of these ex-prisoners towards peace and reconciliation in Ireland is a matter of public record."

Gaucher said the denial of entry, and the manner in which it was done, show an "absolute con-

tempt" for everything that universities stand for.

"These ex-prisoners are participants in a peace process that Canada supports," he said. "They have been instrumental in developing an extraordinary model of prisoner resettlement. Two of them are academics with PhDs, one is a playwright, another a journalist. The conference itself was cosponsored by Correctional Service of Canada as a follow-up to a similar event held in Ireland that CSC also participated in. The mind boggles."

Gaucher admits he does not know how and why the decision to refuse entry was made. "The persons responsible have not had the courtesy to offer an explanation," he said.

The notice of rejection, issued under section 34 (1) of the Immigration and Refugee Protection Act, simply stated that "It has been determined that there are insufficient grounds to merit issuance of a permit." Section 34(1) of the Act allows the government to prohibit entry to foreign nationals for a range of security reasons including engaging in espionage, subversion and terrorism, being a danger to the security of Canada or being a member of an organization that might

engage, did engage or will engage in such acts.

Another event sponsor was the Canadian Association of Elizabeth Fry Societies, an organization that works with women in conflict with the law and advocates for changes in the criminal justice system. The association had invited two of the ex-prisoners, author Ella O'Dwyer and playwright Brenda Murphy, to address a group on women and imprisonment.

Kim Pate, executive director of the association, said the cancellation of the conference is an indication of how profound the intrusion of the state has been into the lives of Canadians following Sept. 11, 2001.

"The representation that these people are somehow a risk to our country is ludicrous," Pate said. "The only thing the ex-prisoners represent a threat to is the neo-conservative attitudes that pervade this country's political and economic elite."

Pate's interest in the contribution the political ex-prisoners could make is reflected in the correspondence between the Correctional Service of Canada and O'Dwyer.

"In learning more about corrections in Ireland," Pierre Allard, assistant commissioner of CSC's

community engagement branch, wrote to O'Dwyer in December 2003, "I must say that I am particularly struck by the uniqueness and role of your ex-prisoner-based organization, and equally confident that the Correctional Service of Canada has much to benefit from a further exploration of the Ex-Pac model." As a result of denied entry to Canada, the planned meetings between CSC and the ex-prisoners have been postponed indefinitely.

"This is not a gray area case," said CAUT executive director James Turk. "The cancellation of this event is an appalling violation of academic freedom. Universities are the place where exactly the kind of dialogue envisaged by the conference has to occur, not simply because academic freedom protects it, but because the resolution of human conflict depends on it. We are worried this is a forerunner of the kind of clampdown we will be experiencing as the Martin government tries to please the Bush administration."

Gaucher said he's considering rescheduling the conference for next fall, but will only proceed when a more open and transparent decision-making process for temporary

resident permits for their Irish colleagues is in place.

"We do not have a clear picture of what happened," Gaucher said, "but information from Liberal MP Marlene Catterall's office suggests the Department of Immigration did not have a particular problem with the ex-prisoners. It was when the Department of Public Safety got hold of the matter that the roadblocks appeared."

Caroline Andrew, the dean of social sciences at the University of Ottawa and Sylvie Frigon, the director of the university's criminology department, have written with Gaucher to Public Safety Minister Anne McLellan, asking why the group was barred from Canada and seeking assurances the Ministry will adopt transparent procedures.

Gaucher is also keen to make the academic community aware of the circumstances of the conference's cancellation.

"As Canada bows to pressure to conform to American priorities and practices in the area of national security, this kind of absurd over-reaction will become the norm," he said. "It has stopped cold a discussion of an extraordinary model of prisoner rehabilitation. It will do a lot worse." ■

La Cour suprême confirme le droit de photocopie

DANS un arrêt du 4 mars dernier, la Cour suprême du Canada a statué que la photocopie de documents publiés à des fins de recherche personnelle est protégée en vertu des principes d'utilisation équitable de la Loi sur le droit d'auteur.

En 1993, CCH Canadian Limited, Canada Law Book Inc. et Carswell Thomson Professional Publishing ont déposé des actions contre le Barreau du Haut-Canada alléguant que le service de photocopie de ce dernier violait leurs droits d'auteur. Le Barreau produit aux usagers de sa bibliothèque de Toronto une seule copie d'extraits de sa collection d'œuvres juridiques, dont certaines étaient publiées par les trois éditeurs. Les tribunaux inférieurs partageaient l'opinion des éditeurs.

La Cour suprême a toutefois infirmé les décisions en faisant valoir que l'utilisation des œuvres des éditeurs par le Barreau, dans le cadre du service de photocopie, était « axée sur la recherche et équitable ». Selon la Cour, « il faut interpréter le mot "recherche" de manière large afin que les droits des utilisateurs ne soient pas indûment restreints ».

Le président du Comité des bibliothécaires de l'ACPPU, Chris Dennis, a fait bon accueil à cet arrêt-clé pour les utilisateurs.

« Le Barreau perdait par deux points. Mais à la fin de la journée la Cour suprême, en trouvant un juste équilibre, a remporté la victoire. La Cour a récemment souligné que l'équilibre se trouve au cœur de la Loi sur le droit d'auteur, les droits du titulaire étant tout aussi importants que ceux de l'utilisateur. »

La Cour considère que les exceptions relatives à l'utilisation équitable en matière de droit d'auteur servent l'intérêt public en général

et qu'elles ne devraient pas être interprétées de façon restrictive.

« Il est important de dire que le flux de l'information au Canada est régi par des considérations plus que commerciales », déclare M. Dennis. « La Cour a déclaré que l'objet du droit d'auteur n'est pas simplement d'optimiser les profits des éditeurs mais celui aussi de s'assurer que le public obtient l'accès raisonnable aux œuvres, y compris le droit de reproduire sans autorisation dans certaines situations. Dans la culture des bibliothécaires et des universitaires, la diffusion du savoir passe avant l'intérêt privé. »

M. Dennis fait observer que l'arrêt n'arborait pas automatiquement le droit de reproduire à volonté.

« Le Barreau a eu gain de cause notamment parce qu'il s'est montré très prudent dans sa définition de ce qui pouvait être photocopié pour les clients. L'utilisateur n'a pas le champ absolument libre. L'utilisation raisonnable se limite à une seule copie de ce qui constitue, dans la plupart des cas, un extrait d'une œuvre, et celle-ci doit être utilisée à des fins de recherche, d'étude privée, de critique, de compte rendu ou de communication de nouvelles. »

De plus, il prévient que la lutte visant à trouver l'équilibre entre les utilisateurs et les titulaires d'œuvres protégées n'est pas terminée.

« Les grands éditeurs, fort mécontents de l'arrêt, exerceront vraisemblablement d'énormes pressions sur le Parlement pour défaire le juste équilibre de la Loi sur le droit d'auteur. La communauté universitaire doit intervenir ici afin de préserver une loi qui sert les intérêts de tous les Canadiens. » ■

English on page A9.

Le financement de l'éducation postsecondaire encore inadéquat

SELON l'ACPPU, le budget fédéral du mois dernier n'améliorera pas l'accès aux universités et collèges du Canada.

Le premier budget de Paul Martin en tant que premier ministre dévoile une série de mesures érogiques conçues pour aider les familles à revenu faible et moyen à payer des frais de scolarité qui montent en flèche, mais Victor Catano, président de l'ACPPU, dit qu'aucune de ces initiatives ne traite le problème à la source.

« L'arc est un problème parce que le sous-financement chronique provoque la hausse des frais de scolarité et limite le nombre de places disponibles pour les étudiants dans les collèges et les universités », déclare M. Catano. « Aucune mesure proposée dans le budget ne va au cœur du problème : le manque de financement public adéquat. »

M. Catano dit que le budget ne contient aucune nouvelle hausse des transferts aux provinces afin d'aider au financement de l'éducation postsecondaire. Au lieu de cela, le ministre des Finances, Ralph Goodale, a fixé son attention sur l'aide financière aux étudiants, en annonçant une hausse des limites pour les prêts aux étudiants et de nouvelles mesures conçues de façon à rendre les contributions aux régimes enregistrés d'épargne-études plus attrayantes pour les familles.

« Le fait de forcer les étudiants et leurs familles à s'endetter encore plus et à essayer d'économiser encore plus n'est pas du tout une solution », dit M. Catano. « Ce sont les étudiants et leurs familles qui ont vraiment besoin dans ce budget, c'était que le gouvernement fédéral

augmente le financement de base de l'éducation postsecondaire en échange de l'accord des provinces de geler et de baisser les frais de scolarité. Ce qu'ils ont obtenu à la place n'était qu'une recette pour une augmentation de l'endettement. »

Les groupes d'étudiants ont eux aussi exprimé leur insatisfaction à l'égard du budget. « Le plan de Paul Martin au chapitre de l'éducation postsecondaire est d'enfoncer les étudiants encore plus profondément dans l'endettement », dit Ian Boyko, président national de la Fédération canadienne des étudiantes et étudiants. « Des limites de prêt plus élevées permettront aux universités d'augmenter les frais de scolarité au lieu d'aider les étudiants à joindre les deux bouts. »

Pour les familles à faible revenu, le gouvernement prévoit d'offrir des « bons d'études » pour chaque enfant et une modeste subvention d'une valeur jusqu'à 3 000 \$ pour couvrir la moitié des frais de scolarité des étudiants à leur première année d'études postsecondaires.

À compter de cette année, Ottawa octroiera un Bon d'études canadien de 500 \$ à la naissance pour chaque enfant né dans une famille dont le revenu est inférieur à 35 000 \$ et un montant additionnel de 100 \$ pour chaque année où le revenu familial de cet enfant demeure faible, jusqu'à un maximum de 2 000 \$. Les bons seront versés dans un REEE dont la valeur maximale devrait atteindre 3 000 \$ en devise actuelle lorsqu'il sera rendu à maturité dans 18 ans, selon les estimations du gouvernement.

Cependant, M. Boyko dit que le bon d'études sera peu utile pour aider les étudiants à répondre à leurs besoins immédiats.

« Le bon d'études du REEE pour les familles à faible revenu ne sera pas utilisé pendant une période de près de vingt ans. En outre, la somme de 100 \$ par année pendant une période de 15 ans n'aidera que peu les familles pauvres à payer une éducation postsecondaire. »

Une fois corrigée pour tenir compte de l'inflation, la moyenne des frais de scolarité des étudiants de premier cycle a augmenté de 107 % depuis 1990 et des hausses encore plus marquées attendent les étudiants inscrits en droit (217 %), en médecine (320 %) et en médecine dentaire (400 %).

Pour M. Catano de l'ACPPU, « si Paul Martin était vraiment sérieux dans son intention d'améliorer l'accès à l'éducation, il y a deux mesures que son gouvernement pourrait prendre dès maintenant. La première serait de hausser le financement de base des universités et des collèges afin que les frais puissent être diminués. La deuxième consisterait à créer un programme de subvention fondé sur les besoins qui serait disponible aux étudiants pendant toutes les années d'études de leur programme. »

D'autres mesures annoncées dans le budget comprennent un appui financier de 90 millions de dollars pour les conseils subventionnaires et un nouveau programme pilote visant à encourager la commercialisation de la recherche universitaire.

La hausse du financement en recherche totalise un montant additionnel de 39 millions de dollars pour les IRSC, de 39 millions de dollars pour le CRNSG et de 12 millions de dollars pour le CRSH.

James Turk, directeur général de l'ACPPU, dit que le financement accru pour la recherche est bienvenu, mais se dit déçu de constater que le budget du CRSH n'ait pas obtenu une hausse plus importante afin de compenser le déséquilibre des niveaux de financement entre les différents conseils subventionnaires.

M. Turk remet aussi en question le nouveau fonds concurrentiel de 50 millions de dollars créé pour encourager la commercialisation de la recherche universitaire. Dans le cadre de ce plan, les conseils subventionnaires, les universités et les hôpitaux de recherche seront invités à soumettre des propositions à un fonds géré par Industrie Canada dont le processus d'attribution sera déterminé par un comité consultatif composé de représentants du secteur privé.

« L'ACPPU est depuis longtemps préoccupée par le caractère limitatif de l'accent que met le gouvernement sur la commercialisation, mais ce nouveau fonds soulève aussi d'autres inquiétudes sérieuses », dit M. Turk. « Le nouveau fonds pour la commercialisation est géré par Industrie Canada et non par les conseils subventionnaires et le secteur privé jouera un rôle important dans la conception et les critères du programme. Les propositions de recherche concurrentielle devraient être évaluées par un processus de révision par les pairs indépendant du gouvernement et des intérêts spéciaux. » ■

English on page A4.

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Dept. of Sociology, Lakehead University
sdstone@lakeheadu.ca

Co-investigators:

Dr. Jane McMichael
School of Social Work, Lakehead University

Dr. Peggy Tripp
Dept. of Biology & Women's Studies,
Lakehead University

Dr. Michelle Owen
Dept. of Sociology & Royal Bank Research
Chair on Disability Studies at the Canadian
Centre for Disability Studies,
University of Winnipeg

Erratum

Dans l'article « Modifications à la Loi de l'impôt sur le revenu de 2003 » (Bulletin, mars 2004), le gouvernement a établi de nouvelles règles qui élimineront certains abris fiscaux pour dons de bienfaisance et non comme écrit « les abris fiscaux ».

Answer to Homework!

From page A4. The smallest sum is 1,026 = 589 + 437, followed by 1,089 = 765 + 324 = 657 + 432. The largest sum is 6,021 = 5,987 + 34, closely followed by 6,012 = 5,978 + 34.

NEWS ACTUALITÉS

Supreme Court Affirms Copying Rights

THE Supreme Court of Canada ruled on March 4 that photocopying published materials for personal research use is protected under "fair dealing" provisions of the Copyright Act.

CCH Canadian Limited, Canada Law Book Inc. and Carswell Thomson Professional Publishing filed suit in 1993 claiming the Law Society of Upper Canada's photocopying service infringed their copyrights. The society provides users of its Toronto library with single copies of extracts from its collection of legal resources, some of which were published by the three publishers. The lower courts agreed with the publishers.

But the Supreme Court reversed the decisions, holding that the society's dealings with the publishers' works through its custom photocopy service were "research-based and fair." The court stated, "Research must be given a large and liberal interpretation in order to ensure that users' rights are not unduly constrained."

Chris Dennis, chair of CAUT's Librarians' Committee, hailed the

landmark decision "positive" for users.

"It was two strikes against the Law Society. But at the end of the day it was the Supreme Court's focus on balance that decided the case. The court has recently stressed that balance is at the core of the Copyright Act, with owner rights and user rights being equally important."

The court held that fair dealing exceptions in copyright law served a broad public good and should not be interpreted restrictively.

"This is an important statement that the flow of information in Canada is governed by more than commercial considerations," Dennis said. "The court has said the purpose of copyright is not simply to maximize the profits of publishers but also to ensure the public has reasonable access to works, including the right to copy without permission in certain situations. It's an affirmation of the ethos of librarians and scholars who put the dissemination of knowledge ahead of private gain."

Dennis notes the decision does not automatically constitute a license to copy at will.

"One of the reasons the Law Society won was because it was very careful in what it copied for patrons. It is not open season at the photocopier. Fair dealing is limited to a single copy of what in most circumstances will be a portion of a work and the use of the work must be for the purpose of research, private study, criticism, review or news reporting."

He also warns the battle to defend the balance between the users and owners of copyright works is not over.

"The big publishers will be very unhappy with the decision and you can bet they will exert enormous pressure on Parliament to take balance out of the Copyright Act. The academic community has to get in there and fight to preserve an Act that looks out for all Canadians."

A copy of the Supreme Court's decision is available online at www.canlii.org.

Version française à la page A8.

Victoire à Bishop's

Les professeurs acceptent une nouvelle offre après une semaine de grève.

APRÈS une grève de sept jours, l'Association des professeurs de l'Université Bishop's (APBU) a conclu une entente de principe le 21 mars dernier.

"Nous avons mené des négociations longues et difficiles, a dit Nelly Khouzam, présidente de l'APBU. Nous nous sommes battus pour protéger les effectifs, les cotisations au régime de pension et une structure salariale équitable", des points d'achoppement qui ont fait avorter une première entente de principe conclue le 11 mars après dix mois de négociations.

"Grâce à la grande solidarité des membres de l'association, nous avons atteint un règlement fructueux qui sert au mieux les intérêts de tous et chacun à Bishop's", a déclaré M^{me} Khouzam.

Les membres de l'APBU ont débrayé le 15 mars après que les négociateurs du corps professoral et les administrateurs de l'université ont eu croisé le fer au cours des négociations contractuelles. Quarante-six pour cent des membres ont voté en faveur de la grève.

M^{me} Khouzam s'est dite soulagée que la grève n'ait duré que sept jours et a remercié les étudiants de Bishop's pour leur soutien « remarquable ».

L'entente de trois ans, approuvée par les membres le 8 avril, prévoit des augmentations de salaire de 3,5 % et de 3,75 % pour les professeurs à temps plein et les enseignants contractuels ainsi que des augmentations du taux de cotisation des employés au régime de pension de 0,5 % en 2005 et de 0,5 % en 2006. La prime de perfectionnement professionnel passera en juin 2005 de 1 800 \$ à 2 000 \$. La prime de présentation d'une communica-

tion dans le cadre d'une conférence passera de 200 \$ à 400 \$.

Les salaires des bibliothécaires augmenteront en 2005 de 85 % à 87,5 % des salaires équivalents des professeurs. De plus, les bibliothécaires auront droit à plus de jours de vacances, à des congés pour activités de recherche pendant la session régulière et au remplacement garanti des bibliothécaires quittant l'université ou partant à la retraite.

Parmi les autres points marquants de l'entente, mentionnons une réduction de la charge de travail de 12 à onze cours sur une période de deux ans, un effectif global de 109 postes permanents d'ici 2006, un nombre minimum garan-

Nous avons atteint un règlement qui sert au mieux les intérêts de tous.

ti de postes par département d'ici la fin du contrat, les prestations complémentaires intégrales de congé de maternité et de congé parental pour le personnel à temps plein et les prestations complémentaires proportionnelles pour le personnel contractuel.

Le régime de pension a été révisé de sorte qu'il faudra négocier avec l'APBU toute suspension future des cotisations.

Enfin, de nouvelles dispositions ont été ajoutées en vue de protéger le droit à la vie privée des membres et de régir le développement professionnel de la technologie de l'information. ■

English on page A7.

Canadians at Odds with Ottawa Over Tuition

From PAGE A1

they are personally very concerned about the quality of education students are receiving, with an additional 39 per cent saying they are somewhat concerned.

When asked to identify the priorities for the federal government, nearly 63 per cent of respondents said improving the health care system should be a very high priority, followed closely by those who, in the wake of the ongoing sponsorship scandal, chose making government more accountable.

Almost half said the federal government should place a very high priority on reducing poverty and unemployment, while 43 per cent opted for affordable college and university education.

Less favoured priorities included paying down the debt (23 per cent) and strengthening the military (21 per cent).

"The concern about access to post-secondary education remains among the top four priorities for Canadians," Catano said. "It is significant and is definitely a signal that Canadians want something done to fix the system."

The poll also shows that support for the governing Liberals has

fallen 11 points since last October. Nationally, the Liberals now have the support of 41 per cent of decided and leaning voters, followed by the Conservatives at 27 per cent and the NDP at 19 per cent.

Regionally, the Liberals are leading in Atlantic Canada and in vote-rich Ontario where the party continues to hold the support of more than one-half of decided voters. The Bloc Québécois, with almost one-half (47 per cent) of popular support, has made big gains in Quebec and now leads the Liberals by 11 points. The NDP has lost support in Atlantic Canada, but has gained in Manitoba, Saskatchewan and in British Columbia where it is in a virtual dead heat with the Liberals. The Conservative Party leads only in Alberta where Liberal support has plummeted.

Although national support for the Liberals is equal to that which the party received in the last federal election, they would likely be reduced to a minority government if an election were held today. "The regional numbers make it clear the party would lose seats to the Bloc in Quebec and to the Conservatives and NDP in Ontario, with little prospect of making gains elsewhere in the country," Catano said.

Conducted just before the release in March of the 2004 federal budget, the poll also asked Canadians how Ottawa could best improve access to post-secondary education.

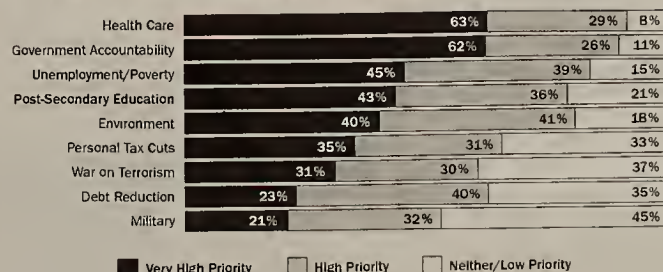
While more than one-quarter (28 per cent) favour giving students and their families more tax breaks and incentives to save for higher education, an equal number said Ottawa should increase funding for universities and colleges so that fees can be lowered.

"These numbers are significant because while the budget provided some enhanced tax breaks and RESP incentives, not a single penny in new money was provided to the provinces to support universities and colleges," Catano explained.

Raising student loan limits was another centrepiece of the budget, but that option was favoured by only 18 per cent of Canadians surveyed as the best way to improve access to post-secondary education. ■

The survey, conducted for CAUT by Decima Research, is based on interviews with 2,000 adults between March 11 and March 22. National results are considered accurate within 2.2 percentage points, 19 times in 20.

Q | After the next election, what priority should the new federal government place on the following?



Nominations for CAUT Officers & Committees

EIGHTEEN candidates have been nominated for vacancies on the CAUT executive and three of the four standing committees of CAUT Council: Academic Freedom and Tenure Committee, Collective Bargaining and Economic Benefits Committee and the Librarians Committee. Elections will take place on May 1, during the CAUT Council meeting. ■

Nominees Candidatures

CAUT Executive Committee

Comité de direction de l'ACPPU

President/Présidence

Loretta Czerins (Bishop's)

Vice-President/Vice-présidence

Anver Saloojee (Ryerson)

Treasurer/Trésorerie

Greg Allain (Moncton)

Members-at-large

Membres ordinaires

John Baker (Calgary)

Mark Gabbert (Manitoba)

Henry Jacek (McMaster)

Michael Piva (Ottawa)

Chair Librarians

Président bibliothécaires

Kent Weaver (Toronto)

Chair CBEC/CNCAE

Chris Ferns (Mt. St. Vincent)

Gary Tompkins (Regina)

CAUT Standing Committees

Comités permanents de l'ACPPU

AF&T/CLUPE

Anne Stalker (Calgary)

Len Findlay (Saskatchewan)

CBEC/CNCAE

Robert Boudouin (Moncton)

Sonya Lipsett-Rivera (Carleton)

Librarians/Bibliothécaires

Mary Kandiluk (York)

John Nielson (UNB)

Kathleen Matthews (Victoria)

Meg Ravel (Mt. St. Vincent)

Candidatures aux comités de l'ACPPU

DIX-HUIT personnes ont été mises en candidature pour les postes vacants du Comité de direction de l'ACPPU et de trois des quatre comités permanents du Conseil de l'ACPPU : le Comité de la liberté universitaire et de la permanence de l'emploi, le Comité de la négociation collective et des avantages économiques et le Comité des bibliothécaires. Des élections auront lieu le 1^{er} mai pendant l'assemblée du Conseil. ■

CAREERS CARRIÈRES

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A

■ **ACCOUNTING** — The University of Windsor, The Odette School of Business, invites applications for two tenure-track faculty positions in the area of Accounting at the rank of Assistant Professor or Lecturer commencing as early as July 1, 2004. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: jdesp@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orlich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **AGRICULTURAL, FOOD & NUTRITIONAL SCIENCE** — The University of Alberta, The Department of Agricultural, Food and Nutritional Science (AFNS) invites applications with outstanding academic and leadership skills to apply for four tenure-track Professor positions as part of an exciting new initiative to meet the research and educational needs of the rapidly growing Agri-Food Industry in Alberta. The department

has openings for three Canadian Research Chairs: a Canada Research Chair in Functional Foods and Nutraceuticals, a Canada Research Chair in Agricultural Biotechnology, a Canada Research Chair in Microbiology/Probiotics and a Research Chair in Feed Science and Technology. The successful candidates will contribute to the department's mission "to achieve excellence in teaching and research in efficient and sustainable production, processing and utilization of safe and nutritious food to promote health". The positions reflect the University's commitment under a recently signed Memorandum of Agreement between the U of A, Alberta Agriculture, Food and Rural Development and the Alberta Research Council to work together to expand the agriculture-based research capacity in Alberta. Applicants must have a PhD in Molecular Biology, Microbiology, Biochemistry, Nutrition, Food Science, Bio-Engineering or related discipline, and extensive research credentials as demonstrated by publications and awards. The candidates will have vision and proven talent essential to building successful collaborative research programs that cross institutional and disciplinary boundaries and lead to technology commercialization. These dynamic individuals must have ex-

cellent communication and interpersonal skills, experience in undergraduate and graduate student teaching, a track record of successful partnering with industry, government and senior representatives of funding and regulatory agencies, and high energy and personal commitment to developing the agri-food industry. The U of A, one of Canada's premier research institutions, offers excellent research facilities and equipment including a new Agri-Biotechnology Centre in Human Nutrition Centre, Large Animal Facilities and a soon-to-be built Agri-Food Discovery Place. Alberta's strong scientific base and abundant agricultural resources provide a superb foundation for leadership in the emerging functional foods and agricultural biotechnology industry. The Canada Research Chair (CRC) program was established by the Government of Canada to enable Canadian universities to achieve the highest levels of research excellence in the global, knowledge-based economy (<http://www.chairs.gc.ca>). For further information on these positions visit <http://www.davespark.com/careers.html>. Applications, including a statement of research and teaching interests, curriculum vitae, and the name of three referees, should be sent to: Elizabeth Hurley, Daves Park Executive Search Consultants, 504

Oxford Tower, 10235 101 Street, Edmonton, Alberta T5J 3G1; Phone: (780) 420 9900; Fax: (780) 426 2936; Email: elizabeth@davespark.com. Closing date for applications is April 30, 2004 or until a suitable candidate is found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ANTHROPOLOGY** — Saint Mary's University, The Department of Anthropology invites applications for a tenure-track position at the rank of Assistant Professor starting 1 July 2004. The Department is seeking an individual with a research background in Forensic Archaeology/Anthropology who is committed to excellence in undergraduate teaching. Applicants should have a PhD or be near completion. The successful candidate will be expected to teach forensic at the introductory level, various upper level courses, and contribute to curriculum development at departmental and institutional levels. The Department of Anthropology has a strong research commitment to the University's interdisciplinary programs, outreach activities and community-based partnerships. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier including evidence of teaching effectiveness, a sample of recent scholarly writing, graduate school transcripts, and the names of three referees to: Dr. Stephen Davis, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic application may be submitted to Ms. Monica Lewis: monica.lewis@smu.ca. Applications will be considered until 30 April 2004 or until the position is filled. Saint Mary's University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students; to carry out research and disseminate its results; to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research.

■ **ANTHROPOLOGY** — Saint Mary's University, The Department of Anthropology seeks to make a contractually-limited appointment in the sub-field of Cultural Anthropology. This appointment is for nine months and will be filled as a sessional appointment at the rank of Lecturer or Assistant Professor. Applicants should have a PhD (or be near completion), preference will be given to candidates with teaching experience for courses such as our Introduction to Ethnology and Social Anthropology, Social Organization, Ethnology, Melanesia, Pasasat Society and Culture and a special topics course in Warfare and Aggression: Anthropological Approaches to Human Conflict. To obtain more information about our university and department please visit our website at www.stmarys.ca. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier including evidence of teaching effectiveness and a statement on teaching, graduate school transcripts, and the names of three referees, and any other material they deem relevant. (The applicant should arrange to have the referees write directly to the Department with their evaluation of the candidate). The above documents should be sent to: Dr. Stephen Davis, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic application may be submitted to Ms. Monica Lewis: monica.lewis@smu.ca. Applications will be considered until 30 April 2004 or until the position is filled. Saint Mary's University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students; to carry out research and disseminate its results; to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research.

■ **ARCHITECTURE** — The University of Manitoba, The Faculty of Architecture invites applications for the Head of the Department of Architecture beginning July 1, 2005. Position No. ABA 068. The appointment will be tenure-track at the rank of Associate Professor. Opportunity: The Faculty of Architecture seeks an inspiring individual who will

Lakehead UNIVERSITY

TENURE TRACK POSITION IN CIVIL ENGINEERING

The Department of Civil Engineering at Lakehead University invites applications from Civil Engineers for a Tenure-Track appointment for August 1st, 2004. Candidates with demonstrated research interest in one or more of the following areas will be considered: transportation systems operation and design, modelling and simulation of transportation systems and traffic systems, traffic engineering operations and control systems, and traffic demand management techniques. A secondary interest in teaching engineering economics and construction management will be a definite asset.

The successful candidate is expected to initiate an externally funded research program, be dedicated to engineering education, assist in the development of laboratories and graduate studies, and work effectively with colleagues. Rank of appointment is dependent on qualifications, teaching and research experience. Applicants should hold an earned PhD in Civil Engineering, and must be qualified, or prepared to become, a licensed Professional Engineer in the Province of Ontario. Relevant industrial experience would be a definite asset.

Interested applicants should send a curriculum vitae, and the names and addresses of three referees to:

Dr. Henri Saliba, Dean
Faculty of Engineering, Lakehead University
955 Oliver Road, Thunder Bay, ON P7B 5E1
Email: henri.saliba@lakeheadu.ca

Review of applications has begun and will continue until the position has been filled.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals with visible minorities, aboriginal persons, and persons with disabilities.

CHAIR, DEPARTMENT OF PLANT AGRICULTURE

The University of Guelph, Ontario Agricultural College (OAC) seeks a Chair for its Department of Plant Agriculture. The successful candidate will serve an initial five-year term and will hold a tenured position in the department. The chair will be a member of the executive of OAC and share responsibility for leadership within the College.

Plant Agriculture encompasses expertise ranging from applied bioinformatics and molecular genetics to field, horticultural and greenhouse crops, turf and grassland studies, environmental sustainability and the post-harvest application of biomaterials for food, health products, fibres and industrial products. Plant Agriculture is a large department, with an annual budget of \$20 million supporting 50 faculty, 65 permanent staff, 80 contract staff, and 90 graduate students who are concentrated primarily at the Guelph campus and at Ridgeway campus as well as at the Simcoe and Vineland research stations. World class research facilities and a commitment to continued renovation and expansion provide excellent working conditions for faculty, staff and students. Faculty profiles, their activities and further description of the department are available at: <http://www.plant.uoguelph.ca>.

The preferred candidate will be a successful researcher and educator, possessing a PhD and record of scholarly accomplishments in one of the disciplines in Plant Agriculture or related fields. A commitment to teaching excellence, life-long learning and learner-centred education is essential. (She will offer vision and leadership including strong organizational, interpersonal and communication skills. An understanding of human resource management and the ability to develop and execute new initiatives would be an asset. The Chair must have an understanding of the agri-food industry and an ability to interact with producer, environmental, consumer and government groups. Experience in leading interdisciplinary teams is essential. The Chair will have the option to continue a personal teaching or research program.

Applications will be treated in confidence and should include a curriculum vitae and the names and addresses of three persons who may be contacted as referees. Deadline date for applications is May 15th, 2004. Applications and nominations should be submitted to: Dr. Craig J. Pearson, Dean, Ontario Agricultural College, University of Guelph, Guelph, Ontario N1G 2W1. Fax: (519) 766-1423 or email: cpearson@uoguelph.ca.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY
of GUELPH

Arts et sciences

La Faculté des arts et des sciences
solicite des candidatures pour :

> Un poste de professeur ou professeur, au rang de titulaire, au Département de littératures et de langues modernes, pour occuper le poste de directeur ou directrice du Département.

Date d'entrée en fonction : Variable
(sous réserve d'approbation budgétaire)

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents. L'Université soutient un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matière d'emploi.

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articulate and advance the desires and collective vision of the Faculty and Department. Opportunities exist for an individual who seeks to work in a collegial and dynamic environment, and who is dedicated to the pursuit of excellence in teaching, scholarship and community involvement. The successful candidate will work with the Department to formulate departmental goals, shape the curriculum, and guide and promote existing and new research and partnership agencies. The person candidates for this position must possess a professional degree in architecture, as well as a post professional degree in architecture or related field. Eligibility for professional registration is an asset. Further, candidates must have demonstrated excellence in teaching design studios and core courses, and in supervising final projects and theses. A record of scholarship (essentials) as an understanding of the importance of design as research, the relationship between materials and making, and the liaison among the academy, design professionals and industry. The successful candidate must be able to articulate an understanding of the importance of the studio environment for the cultivation of creative innovation. The candidate must be a team player, possess initiative, experience, be approachable, and communicate with faculty, staff, and students. The Department of Architecture is an energetic group of hard working and talented individuals who are deeply committed to integrating design education with an active scholarship culture. The successful candidate will be responsible for teaching design studios, design theory, and design technology. Our ambition and commitment are evidenced by the central role we played in founding and constructing the Centre for Architectural Studies and Technology (CAST) (<http://www.umanitoba.ca/faculties/architecture/cast>). We are in the process of establishing, in close collaboration with the Faculty of Engineering, CAST-based, post professional certificate degree programs in the areas of Fine Arts and Design, Digital Making, and Sustainable Architecture. Post professional research and design programs are also being developed for an International Centre for Flood Architecture, and a Centre for Advanced Product Design. A Centre for Digital Fabrication will explore the interface of design and manufacturing. The Department is committed to providing opportunities for regional studies, including working with aboriginal communities. Recent design studios have been offered in Europe, the Far East, and North and South America. Both the Faculty and Department critically integrate the use of computers and other media in design teaching. The professional program in Architecture is fully accredited by the Canadian Architectural Certification Board (CACB). The Faculty of Architecture and Community. The Faculty is based upon an undergraduate interdisciplinary foundation (Environmental Design and four accredited professional programmes (Architecture, City Planning, Interior Design, Landscape Architecture). The Faculty is collaborating with Fine Arts and Music to design and build a Centre for Music Art and Design (CMAD) where multi-media collaboration will take precedence. Located in the vibrant and culturally diverse City of Winnipeg, the Faculty has developed significant outreach initiatives, including a downtown Design Centre. Winnipeg has a rich architectural history and a remarkable range of arts and cultural institutions. The City offers a high quality lifestyle and hosts the world renowned Royal Winnipeg Ballet, internationally acclaimed music culture, and highly regarded multi-cultural theatre. Application Details: The University encourages applications from qualified women, members of visible minorities, aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Additional information on the Faculty and Department

is available at <http://www.umanitoba.ca/faculties/architecture>. Applicants should submit their Curriculum Vitae along with a portfolio and teaching dossier and statement of pedagogical philosophy, and the names of three (3) referees. Applications will begin to be considered by August 18th, 2004. Interviews of short-listed candidates will occur in October and November, 2004. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Maitlova). Applications and inquiries should be directed to the Head of Architecture Search Committee and be addressed to Dr. David R. Witte, Dean, Faculty of Architecture and Chair, Head of Architecture Search Committee, Faculty of Architecture, 201 Russell Building, University of Manitoba, Winnipeg, R3T 2N2, Canada.

■ **ARTS** — The University of British Columbia. The Faculty of Arts is seeking outstanding applicants for Canada Research Chairs (Tier 1 and Tier II). These appointments can be made in any department or school in the Faculty of Arts (in the social sciences, humanities, or the creative & performing arts), with the primary concern being demonstrated excellence in research and scholarship. The successful candidates must also demonstrate ability to attract significant external research funding. The Government of Canada funds the Canada Research Chairs Program to promote world-class research in Canadian universities. Details about the program, as well as the Chair selection criteria, can be found at www.chairs.gc.ca. The deadline for applications is April 30, 2004. Please send your CV, research statement, teaching statement, and cover letter to: Nancy Gallini, Dean, Faculty of Arts, University of British Columbia, 1866 Main Mall, Vancouver, B.C. Canada V6T 1Z1. The University of British Columbia hires on the basis of merit and is committed to employment equity. There is no restriction with regard to nationality or residence for Canada Research Chairs positions, and this position is open to all candidates. This offer will be made in keeping with Immigration requirements associated with the Canada Research Chairs program.

B

■ **BIOINFORMATICS** — McGill University. The Biology Department seeks candidates to fill a tenure-track position from individuals applying and developing informatics and computational approaches to ecology, systematics, or evolution. While we anticipate that this hiring will be at the Assistant Professor level, more senior candidates may be considered for recruitment at a higher rank. The appointee will be expected to teach at the undergraduate and graduate levels, supervise graduate students, develop a strong, externally funded research program, and interact with members of the McGill Bioinformatics Centre. This position is part of a Faculty of Science initiative in Bioinformatics. Consult <http://www.mcgill.ca/biology> for information on staff and facilities in the Biology Department. Send letter of application, curriculum vitae, and statements of teaching and research interests, and arrange for three letters of reference all to be received no later than April 30, 2004 to Louise Salsbery, Biology Department, McGill University, 1205 Dr. Penfield, Montreal, Quebec, Canada H3A 1B1. All qualified applicants are encouraged to apply, however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **BUSINESS** — McMaster University. The Michael G. DeGroote School of Business is looking for a tenure-track position in International Business in the Marketing, Business Policy and International Business Area, at the Assistant Professor level, starting July 1, 2004. In addition to

International Business, the successful candidate will have expertise in International Marketing. Candidates with a background in Strategy/Policy will also be considered. If their research has a truly International Business orientation. The candidate should hold or be close to completing a PhD and have demonstrated high quality teaching and research expertise. Duties include research and teaching undergraduate and graduate students. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should include a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V. Babbe, Dean, Michael G. DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4L4, E-mail: babbe@mcmaster.ca, Fax: (905) 526-0852. All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal peoples, and persons with disabilities. Applications will be considered until the position is filled.

■ **BUSINESS** — The University of Windsor invites applications for a 12-Month limited term position in the Odette School of Business in the area of Management Sciences, at the rank of Lecturer or Assistant Professor commencing July 1, 2004. For detailed position descriptions visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.2500, Ext. 3091; Fax: 519.973.7073; Email: idesp@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-8508 toll free or recruit@uwindsor.ca.

■ **BUSINESS** — Wilfrid Laurier University. The Department of Business invites applications for limited term appointments in Accounting, Business Law, Management & Organizational Behaviour, Marketing, and Operations & Decision Sciences commencing either July 1 or September 1, 2004. All positions are subject to budgetary approval. For a detailed position description visit our website at <http://www.wlu.ca/academic/postings/busunil>.

■ **BUSINESS & SOCIETY** — York University. Faculty of Arts, Division of Social Science seeks a candidate for a one year contract

ually limited appointment at the assistant professor level in the critical interdisciplinary study of Business and Society commencing July 1, 2004. A PhD or equivalent is preferred, but advanced ABDs will be considered. Publications would be an asset. Applicants must have a demonstrated record of critical, interdisciplinary scholarship and/or teaching experience in ethics and/or normative political theory and at least one of the following areas: political economy, economics or social theory. The successful candidate will be expected to teach two sections of a fourth year seminar on "Issues in Business and Society" and another BUSO course to be determined. Information about the Business and Society program can be found at <http://www.arts.yorku.ca/assoc/buso/>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on

York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the U.S.A. and Mexico may apply for the provisions of the North American Free Trade Agreement (NAFTA). Candidates are asked to submit a curriculum vitae, a statement of teaching and research interests, and a sample publication; and to have three referees send letters of reference directly to: Dr. MaryLouise Graven, Chair, Division of Social Science, 5756A Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, Tel: (416) 736-2100 477812; Fax: (416) 736-5574, email: mig@yorku.ca. All York University positions are subject to budgetary approval. Deadline: May 1, 2004.

C

■ **CANADIAN STUDIES** — Carleton University. The School of Canadian Studies is accepting applications for a part-time appointment of the Hudson's Bay Company Visiting Professorship, subject to budgetary approval. We are looking for an individual with wide experience of Metis culture, identity and traditions to deliver a one term (13 weeks) fourth year seminar course on selected topics in Metis Studies in the Fall or Winter 2004-2005. These may include Metis traditions, history, culture, and contemporary issues. Topics will vary depending upon the interests and expertise of the instructor. In addition to the delivery of the seminar, the HBC Visiting Professor is responsible for organizing a one-day symposium that will engage a broader public

UNIVERSITÉ DE MONCTON

Campus de Moncton

L'UNIVERSITÉ DE MONCTON, FONDÉE EN 1963, EST UN ÉTABLISSEMENT D'ÉTUDES SUPÉRIEURES DE LANGUE FRANÇAISE EN MILIEU ACADIAIN, REGROUPANT TROIS CONSTITUANTES SITUÉES DANS LES RÉGIONS LES PLUS FRANCOPHONES DU NOUVEAU-BRUNSWICK, SOIT À MONCTON ET À SHIPPAHAN.

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- Pour une description détaillée de ces postes, y compris les fonctions, la formation et les délais pour postuler, veuillez consulter le site Internet de l'Université de Moncton (www.umoncton.ca), sous la rubrique L'UdeM en bref - Postes à combler - Campus de Moncton.

L'Université de Moncton souscrit à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse en priorité aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.

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OUC is currently seeking applications for the following position:

ASSISTANT PROFESSOR, SOCIOLOGY

Faculty of Arts — Vernon
Competition No. 21FAC04
Tenure-track appointment
Closing Date: April 16, 2004

Please note: This position is subject to budget approval.

Full details on these and other positions currently open at OUC may be viewed on our website at: www.ouc.bc.ca/jobpostings.

OUC is committed to employment equity and encourages applications from qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. International applicants are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and Landed Immigrants (permanent residents) of Canada. OUC wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.

www.ouc.bc.ca

Canadian Institute of International Studies (CIIS), a North American based educational institution with an extension campus in India is looking for an Institute Director to manage and spearhead activities for its institute at Mohali (Punjab).

CIIS is a sister concern of WWICS Ltd., the World's Largest "Global Resettlement Company". It has its affiliation with Georgian College, the second largest co-operative education College in Canada and Laurentian University. CIIS is the fastest growing college in the region with the strength of about 500 students.

The incumbent should preferably be a Doctorate in any discipline, between the age group of 40-50 years, with experience in working with Canadian educational systems.

Job responsibility for the position involves managing various international educational programs. The incumbent must have strong management, business and marketing skills. He/She must be a visionary and should possess strong management skills. A strategic planner and a leader, he/she should be able to take the institute to new heights.

The position carries competitive salary plus emoluments. The package is in line with the best in the corporate world, suiting the merits of the position.

So, if you fit the above description and have a penchant for leading groups in the right direction, send in your resume at hr@wwicscanada.com



CANADIAN INSTITUTE FOR
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outside the University. The position includes a research grant to cover the costs of this symposium. The School of Canadian Studies offers programs from the baccalaureate to the doctoral level. Since 1992 the School has offered master's level courses in Northern and Native Studies, recently renamed Aboriginal Studies and the North. In September 2003 two new ventures commenced: a minor in Aboriginal Studies and a new joint interdisciplinary PhD in Canadian Studies and the First Centre for Canadian Studies and Native Studies at Trent University. Applicants are expected to have demonstrated teaching experience in the area of Media Studies, and possess the equivalent of an M.A. or an M.A. degree. Applications will be accepted until April 15, 2004 or until an appointment is made. Applicants, with a curriculum vitae, a cover letter, and the names and addresses of three referees, should be sent to: François Richer, Director, School of Canadian Studies, Carleton University, 1125 Colonel By Drive, Ottawa, ON K1S 5S6, Email: fricher@carleton.ca. At the time of application candidates should attach to have references forward supporting letters to the same address. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be considered first. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

CANCER BIOLOGY & GENETICS—Queen's University Applicants are invited to a faculty position in the Division of Cancer Biology & Genetics, http://meds.queensu.ca/qcyl, within the Cancer Research Institute at Queen's University in Kingston, Canada. The successful candidate will join an established and expanding research division engaged in molecular, cellular and translational studies in cancer biology, including resistance and metabolism of chemotherapeutic agents, cell growth and differentiation, cancer genetics and molecular diagnostics. The Division has recently expanded to a state-of-the-art facility, including a laboratory space and has immediate access to state-of-the-art resources, including proteomic, http://www.queensu.ca/qcyl, microarray, and transgenic animal research facilities. Kingston is located on the scenic shores of Lake Ontario and is close to Toronto, Montreal and Ottawa. Freshwater sailing capital of North America, the city has protected its heritage while embracing the future and offers an exceptional quality of living. Queen's University is consistently ranked as a best university in Canada and is one of the best universities and faculty (http://www.yeskingston.ca). Candidates should hold a PhD and/or M.D. degree, at least 3 years postdoctoral training, and an outstanding record of achievement. The successful applicant will develop an externally funded research program that would complement existing research strengths of the Division and the faculty as a whole. Candidates with research interests in one or more of the following areas are especially en-

couraged to apply: membrane proteins in drug transporters; mechanisms of drug and/or chemical toxicity; animal models of drug/chemical metabolism and disposition; pharmacogenetics. Opportunities to participate in the teaching programmes of the various departments and CHRT training programs in the Faculty of Health Sciences with appointment to the Department of Pathology & Molecular Medicine or Pharmacology & Toxicology are available as appropriate. Academic staff at Queen's University are governed by a Collective Agreement between Queen's University Faculty Association and the University which is posted at <http://www.queensu.ca/ufaa>. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be considered first for this position. Queen's University has an employment equity program, welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Review of applications will commence on May 3, 2004, and will continue until the position is filled. Interested individuals should submit a curriculum vitae, a statement of research interests and accomplishments, and the names and contact information for three referees to: Ms. Maureen Rogers, Senior Research Scientist, Division of Cancer Biology & Genetics, Cancer Research Institute, Queen's University, Kingston, Ontario K7L 3N6. Email: maureen.rogers@queensu.ca.

CHEMICAL ENGINEERING—The University of Waterloo. The Department of Chemical Engineering at the University of Water-

loo invites applications for a tenure track position at the level of Assistant or Associate Professor. Applicants are invited from excellent candidates in the emerging area of nanotechnology with research interests related to nano-engineered materials, bio-nano systems or nanoinstruments or materials. Excellent candidates in other areas of Chemical Engineering will also be considered. Applicants are expected to hold a PhD in Chemical Engineering or a closely related discipline, display demonstrated excellence in research and excellent teaching skills. The candidate will be expected to develop and lead an active, internationally recognized research program. Duties will include teaching graduate and undergraduate courses in the chemical engineering curriculum. Applicants should also be eligible for registration as a Professional Engineer in the Province of Ontario. The Department of Chemical Engineering offers a state-of-the-art laboratory and collaborative research environment. With 28 faculty members and an initial annual enrolment of 300 undergraduate and over 100 graduate students it is one of the largest Chemical Engineering departments in Canada. The University of Waterloo has over 100 km SW of Toronto. The scenic campus is part of the twincities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and research interests is available at <http://www.chemeng.uwaterloo.ca>. Applicants should send a curriculum vitae, a clearly outlined research program, a statement of teaching interests, names and full contact information for three referees should be sent to Professor T.A. Duerksen, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

CHEMICAL & MATERIALS ENGINEERING—The University of Waterloo. Applicants are invited for a tenure-track faculty position at the Assistant Professor level. The successful candidate is expected to establish productive research programs in the teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Chemical Engineering and Environmental Engineering including mathematical and numerical modeling. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. A detailed curriculum vitae, including a statement of career objectives, and the names, addresses, Email addresses, telephone and fax number of at least three referees, should be sent to Professor L. Rotheringham, Chair, Department of Chemical & Materials Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

CIVIL ENGINEERING—The University of Waterloo. The Department of Civil Engineering invites applications for a tenure-track position at the Assistant Professor level. The successful candidate is expected to establish productive research programs in the teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering and Environmental Engineering including mathematical and numerical modeling. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. A detailed curriculum vitae, including a statement of career objectives, and the names, addresses, Email addresses, telephone and fax number of at least three referees, should be sent to Professor L. Rotheringham, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

Information about our Department, please consult our website at <http://www.uwaterloo.ca/chemeng>. Candidates in Chemical Engineering, or related field, or expect to receive one shortly after taking up their appointment. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. A curriculum vitae, the names and full contact information for three referees should be sent to Dr. D. F. Fobes, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta T6G 2G6. The position is currently open and applications will be considered as they are received and until the position is filled. The University of Alberta sits on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applicants from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CIVIL ENGINEERING—The University of Waterloo. The Department of Civil Engineering invites applications for a tenure-track position at the Assistant Professor level. The successful candidate is expected to establish productive research programs in the teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering and Environmental Engineering including mathematical and numerical modeling. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. A detailed curriculum vitae, including a statement of career objectives, and the names, addresses, Email addresses, telephone and fax number of at least three referees, should be sent to Professor L. Rotheringham, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

CIVIL ENGINEERING—The University of Waterloo. The Department of Civil Engineering at the University of Waterloo invites applications for a tenure-track position at the Assistant or Associate Professor rank. The successful candidate will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have research interests in surface hydrology, hydrological modeling, Geographical Information Systems, remote sensing and data management. Applicants should have a PhD in Civil Engineering or a closely related field and a minimum of five years of professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering and Civil Engineering. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, Email addresses, telephone and fax number of at least three referees. Mail to: Bonnie Negley, Administrative Assistant, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

CIVIL ENGINEERING—Dalhousie University. The Department of Civil Engineering invites applications for an NSERC University Faculty Award for women or Aboriginal persons of outstanding achievement and potential in research in the broad area of Environmental Engineering. The successful candidate must possess outstanding communication skills and will be offered a probationary tenure-track appointment at the rank of Assistant Professor, subject to a successful nomination to the Natural Sciences and Engineering Research Council of Canada (NSERC). The nomination must be submitted by October 2004. The successful candidate must hold a PhD in Civil Engineering, Environmental Engineering or related field or expect to have completed all the requirements for such a degree, including thesis defence, prior to the date of appointment. The details of the University Faculty Award are described on the NSERC web page: <http://www.nserc.ca/>. The Department of Civil Engineering is a research intensive work place with access to the Canada Research Chairs, one Killam Chair and over \$1.5 M in annual research expenditures. The Department consists of 12 Faculty members, 70 undergraduate students and 70 graduate students. The Civil Engineering Department is closely affiliated with the Intelligent Structures and Innovative Materials Centre (ISIM) and the Centre for Water Resources Studies. Academically the Department has two distinct missions: the Earth and Environment Group and the Structures and Materials Group. Within the Earth and Environment Group there is presently research strength in the areas of geo-environmental engineering, petroleum engineering, water and waste treatment, water resources engineering and environmental engineering. It is anticipated that the new position will complement these current activities. In the areas of water/wastewater treatment, and provide the Department with new research opportunities in environmental engineering. Applicants should submit



The University of Western Ontario Faculty of Engineering Department of Electrical & Computer Engineering

Applications are invited for the following positions in the Department of Electrical and Computer Engineering:

One tenure-track (probationary) or tenured position in **Software Engineering** with specialization in the following areas: Software Quality Assurance, Software Architecture, Software Systems Design and Methods, Dependable Distributed Software Systems, Dependable Embedded & Real-time Software Systems, Network-Centric Design and Management.

One tenure-track (probationary) or tenured position in the area of **Computer Engineering**. All specializations in Computer Engineering will be considered.

One tenure-track (probationary) position in **Electrical Engineering** with specialization in power systems engineering.

One tenure-track (probationary) or tenured position in the area of **Communications** with specialization in communication systems, mobile and satellite communications, communication networks, or photonic and wireless technologies. It is anticipated the person appointed in this position will hold the Bell Research Fellowship in Information Engineering and also serve as the Director of the Bell Centre for Information Engineering, which has been established in the Department in collaboration with Bell Canada.

One Canada Research Chair (CRC) Tier II tenure-track (probationary) or tenured position in the area of **Information Engineering** with specialization in either information transmission (e.g., optical communications, wireless communications, telecommunications) and network technologies (e.g., computer networks, network security), or information services and applications (e.g., multimedia systems, electronic commerce). The position has been allocated to the Department and is conditional upon successful acceptance of nomination by the CRC board and approval by the Canada Research Chair program of the government of Canada (<http://www.chairs.gc.ca/>).

Depending on the qualifications and experience, appointment can be at the Assistant Professor (probationary tenure track), Associate Professor (probationary tenure track or tenured), or Professor (tenured) rank.

The Department of Electrical and Computer Engineering has 27 faculty, 9 staff members, and 140 graduate students enrolled in the M.Sc. and PhD programs. The Department has an international reputation and excellent research facilities in the areas of electrostatics and electromagnetics, robotics and control, power systems and power electronics, communications and information engineering, and biomedical engineering. There are three undergraduate programs associated with Electrical and Computer Engineering (ECE): Electrical Engineering, Computer Engineering, and Software Engineering, with a total of over 550 students enrolled. It is one of the four Departments in the Faculty of Engineering (<http://www.eng.uwo.ca/>), which has over 85 faculty and 50 staff members, and a total student body that exceeds 1600 undergraduates and 350 graduate students.

Situated in picturesque, London, Ontario, a city with a population of approximately 340,000 along the banks of the Thames River, The University of Western Ontario is a prominent academic institution that has made a commitment to excel as a research intensive university (<http://communications.uwo.ca/western/about.html>). Embracing this mission, Western Engineering is presently undergoing a rapid expansion (see Research Plan at: <http://www.eng.uwo.ca/compendum/>) and exciting new opportunities are developing, including the recent completion of the new Thompson Engineering Building (<http://www.eng.uwo.ca/ate/Default.htm>), which now houses all of the Electrical and Computer Engineering faculty offices and many state-of-the-art laboratories associated with this Department.

We seek energetic and dynamic candidates who will be able to positively contribute to the Department. The successful candidates will have a PhD in electrical, computer or software engineering, or a related discipline and will have a demonstrated outstanding record of research and publication in the area of specialization. The successful candidates will be expected to maintain an ongoing vigorous research program. As well, the candidates will have a commitment to and demonstrated aptitude for teaching, and will be expected to teach at the undergraduate and graduate levels and to supervise graduate students. Candidates will be expected to participate in the normal administrative activities of the Department, Faculty and University. Commitment to be eligible for registration as a Professional Engineer in Ontario is required for these appointments.

Those applying for these positions should clearly indicate the position that they are applying for, and forward curriculum vitae and the names and addresses of three referees to:

Dr. T.S. Sidhu, Chair
Department of Electrical and Computer Engineering
The University of Western Ontario
London, Ontario, Canada N6A 5B9

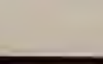
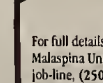
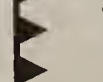
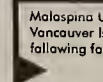
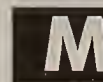
We also welcome e-mail inquiries and submissions, to be sent to: sidhu@eng.uwo.ca. Consideration of applications will commence on March 1, 2004, and will continue until the positions are filled.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

UCC KAMLOOPS, BRITISH COLUMBIA



The University College of the Cariboo (UCC) is a regional institution located in Kamloops, BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC Waterloo is a student and community facilities on a spectacular university-style campus, overlooking the Fraser River and growing city of 80,000 residents. Almost 2,500 students are enrolled in UCC. UCC is a study in diversity of programs or 50 different disciplines and certificate programs, many of them unique in the province.



UCC invites applications for the following position:

FACULTY MEMBER Human Resource Management Continuing Competition #04-021

For further information about this position, please visit our website at: <http://www.cariboo.bc.ca/hr/job.htm>

We wish to thank all applicants who have responded to this position. Only those under consideration will be contacted.

UCC Kamloops
UNIVERSITY
with a difference

ALASPINA University-College

Molaspina University-College, located on beautiful Vancouver Island, is accepting applications for the following faculty positions:

Management

Comp. 04-4013 closes 1 pm, April 30/04

Economics

Comp. 04-4014 closes 1 pm, April 30/04

Music

Comp. 04-4021 closes 1 pm, April 30/04

For full details, please click on Employment Opportunities on the Molaspina University-College website www.mala.ca, or call the 24-hr. job-line, (250) 740-6285.

Bookmark this website for upcoming career opportunities.



Nanaimo Campus
900 Fifth Street
Nanaimo, BC V9R 5S5
(250) 740-1340

WWW.MALA.CA

EDUCATION – McGill University, The Department of Integrated Studies in Education invites applications for a tenure-track position in the Department of Education, at the Assistant Professor rank, effective September 1, 2004. Applicants must have a PhD in Education and research interests in an area related to teaching and learning school mathematics, with a focus on the role of mathematics in the curriculum. A successful candidate will be part of a growing research community in science and mathematics education in the Department of Education, involved in research, curriculum development, and professional development activities. The position is at the Assistant Professor level with national and international levels. Experience in research and teaching is required, as well as an ability to function in both French and English. Responsibilities will include teaching, research, and supervision in our BEd programs and teaching and supervising students in our MA and PhD programs. The position is subject to Immigration requirements, thus advertisement is directed to Canadian citizens or permanent residents. McGill University is committed to equity in employment, and encourages applications from women, persons with disabilities, members of visible minorities, and Aboriginal persons. Letters of application should be sent to the Department of Education vitae and sent, along with the curriculum vitae of three referees, to Dr. Catherine Gosselin, Department of Education, 3800 Avenue Lacombe, Montreal, Quebec H3T 1M2. For more information, please contact Dr. Catherine Gosselin at (514) 393-4141 ext. 3333 or by e-mail at cgosselin@education.mcgill.ca.

ment is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment, and encourages applications from women and men, persons with disabilities, members of visible minorities, and aboriginal persons. Letters of application should be accompanied by a curriculum vitae and sent, along with the names of three referees, to Dr. Catherine LeMaistre at the address below. The Comm-

UNIVERSITY
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August 2004 in the following Kelowna unless stated

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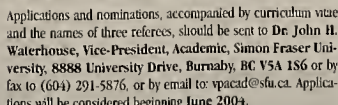
Engineering Technology -
related to freshwater

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equivalent preferred, or
experience in the area of

in Mechanical
p/CNC experience.

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www.ouc.bc.ca



CAREERS CARRIÈRES

tee will start examining files on May 15 and will continue to accept applications until the position is filled. Dr. Catherine Le Maître, Mathematics Education Search Committee, Department of Integrated Studies in Education, Faculty of Education, McGill University, 3700 McTavish Street, Montreal, Quebec H3A 2Y2. Tel.: 514-398-4525. Fax: 514-398-4529. E-mail: kate.le.maître@mcgill.ca

■ **EDUCATION** — The University of Western Ontario, Faculty of Education, Applications are invited for a probationary appointment in the social foundations of education and/or for social science education at the rank of Assistant Professor or Associate Professor in the Faculty of Education (www.education.uwo.ca). Effective July 1, 2004. If qualifications and experience warrant a higher rank, the appointment will be made at the Associate Professor or Professor rank with tenure. The University of Western Ontario is located in picturesque London, Ontario, a city of approximately 340,000 along the banks of the Thames River. The City of London is a vibrant community with many family-friendly amenities and has one of the lowest cost of living rates in Ontario. The University of Western Ontario is a prominent academic institution that has made a commitment to balance its teaching and research mission and excel as a research-intensive university. General information about the University can be found at <http://communications.uwo.ca/western/abouth/>. The Faculty of Education has 41 faculty, 31 staff, and over 200 graduate students enrolled in the Masters and PhD programs. The Faculty offers a highly regarded one-year teacher education program to 820 students and has over 4,000 registrants in its continuing teacher education program, which is offered largely through online courses. The successful candidate will have a demonstrated outstanding record of research and publication and will be expected to maintain an ongoing vigorous research program. The candidate's research interests should support existing areas of research strength in the Faculty of Education at The University of Western Ontario. The Faculty has identified social justice and equity, mathematics education, teacher education, language and literacy, and distance education as its priorities in research. The position will entail active collaboration with colleagues. The candidate will also have a commitment to and a demonstrated background in teaching, and will be expected to teach and supervise at the preservice teacher education, graduate, and/or continuing teacher education levels. Preference will be given to candidates with a demonstrated record of successful teaching at the elementary and/or secondary levels. Those interested in applying for this position should forward curriculum vitae and have at least three letters of reference sent to: Allen Pearson, Dean, Faculty of Education, The University of Western Ontario, 1137 Western Road, London, Ontario, N6G 1G7. We also welcome email inquiries to be sent to the address: dean@uwo.ca. Consideration of applications will commence on May 1, 2004 and will continue until the position is filled. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **EDUCATION** — L'Université McGill, Le département d'études intégrées en sciences de l'éducation cherche à pourvoir un poste de professeur adjoint conduisant à la permanence dans le domaine de l'enseignement des mathématiques, à compter du 1er septembre 2004. Le candidat retenu devra être titulaire d'un doctorat et mener un programme dynamique de recherche dans le domaine de l'enseignement et de l'apprentissage des mathématiques en milieu scolaire, plus particulièrement au niveau primaire. Le candidat retenu se joindra à une équipe dynamique d'enseignements des sciences et des mathématiques du département et participera aux activités de recherche, d'élaboration de programmes et de formation continue des enseignants au niveau local, provincial, national et international. Une expérience de travail en milieu scolaire est éminemment souhaitable, au même titre que la capacité de s'exprimer en français et en anglais. Le candidat devra avoir l'enseignement et l'encadrement de futurs enseignants inscrits à nos programmes de baccalauréat en Éducation en plus de faire de l'enseignement et de diriger les mémoires ou thèses d'étudiants de maîtrise et de doctorat. Conformément à la réglementation canadienne en matière d'immigration, cette offre d'emploi s'adresse avant tout aux citoyens canadiens ou aux résidents permanents du Canada. L'Université McGill soutient à l'équité en matière d'emploi et invite la candidature des femmes et des hommes, des personnes handicapées, des membres des minorités visibles et des personnes autochtones. Les lettres de candidature doivent être accompagnées d'un curriculum vitae et du nom de trois répondants à être envoyées au Dr Catherine Le Maître, aux coordonnées ci-dessous. Le Comité procédera à l'analyse des candidatures dès le 15 mai et continuera à recevoir des candidatures jusqu'à ce que le poste soit comblé. Dr Catherine Le Maître, Comité de l'éducation, Université McGill, 3700, rue McTavish, Montréal, Québec, Canada H3A 2Y2. Téléphone: 514-398-4525, Télécopieur: 514-398-4529, Courriel: kate.le.maître@mcgill.ca

■ **ELECTRICAL & COMPUTER ENGINEERING** — The University of Waterloo. The Department of Electrical and Computer Engineering invites applications for several tenured or tenure-track positions in the engineering of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership, vision, and strong records of research accomplishments. Appointments will be made in the Full or Associate Professor levels, but exceptional applicants early in their careers may be considered for appointment at the level of Assistant Professor. Highly qualified candidates will be considered for awards of E&CE Research Chairs. These Chairs carry substantial research funding and support for graduate students. The awards will be for an initial period of five years, with the possibility of renewal. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registration as a Professional Engineer is desirable. The Department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrollment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw the top students from across Canada. The Department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other E&CE areas ranging from wireless communications to microelectronic systems. Researchers benefit from close contact with the many high-technology companies in the Waterloo area

and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicants' accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in south-western Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested Candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to: Professor Sherman Shen, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING** — The University of Waterloo. The Department of Electrical & Computer Engineering invites applications for a definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position. A candidate must possess a graduate degree in Software Engineering, Computer Engineering, Electrical Engineering, or Computer Science. The candidate must demonstrate outstanding research experience, and the candidate must be willing to seek Ontario registration as a Professional Engineer. The appointment could start as early as June 2004 and positions will be considered until the position is

filled. The Department of Electrical and Computer Engineering offers undergraduate programs in Computer Engineering, Electrical Engineering, and Software Engineering. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in south-western Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested Candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to: Professor Sherman Shen, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ENGLISH** — Algoma University College. The Department of English invites applications for a tenure-track appointment at the level of Assistant Professor, beginning July 1, 2004, subject to budgetary approval. The successful candidate will teach undergraduate courses of limited size and will be a specialist in Shakespeare and Renaissance literature, with a focus on the Middle Ages in any of the following: Medieval Literature, 18thC or 19thC Literature, and/or Backgrounds in Renaissance Literature. Interested candidates should forward a letter of application, a curriculum vitae, recent teaching evaluations, a sample publication and three letters of reference to: Dr. Arthur Pertini, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G6. The deadline for applications is March 19, 2004. Applications received after this date may not be considered. Further information may be obtained by contacting Dr. Karl Jergens, Chair, Department of English (705) 949-2302 ext. 506 or jergens@algoma.ca. The University web site (www.algoma.ca) offers a good introduction to Algoma University College, situated in Sault Ste. Marie, Ontario, at the heart of the Great Lakes and Canada-US border. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Algoma University College encourages applications from all qualified women and men, members of visible minorities, Aboriginal people and persons with disabilities. While budgetary approval may be granted for this position, Algoma University College reserves the right not to fill positions or to fill positions at a level or term different from that advertised.

■ **ENGLISH** — Dalhousie University. The Department of English invites applications for a twelve-month limited-term appointment, from July 1, 2004 to June 30, 2005, at the rank of Assistant Professor. The appointment will be in the area of Medieval Literature and Culture, with responsibility for undergraduate teaching and graduate supervision. Requirements for the position include: PhD in an appropriate specialty, evidence of teaching effectiveness, and evidence of scholarly excellence. This position is subject to budgetary approval. Deadline for applications is April 20, 2004. Candidates should submit an application including a c.v., university-level transcripts, writing sample, and three references to: Bruce Greenfield, Chair, Department of English, 6135 University Avenue, Dalhousie University, Halifax, NS B3H 4P9. For further information call 902 494 6923 or email Bruce.Greenfield@dal.ca. A copy of this posting and information about the Department of English is available at www.dal.ca/english. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified aboriginal people, persons with a disability, racially visible persons and women.

■ **ENGLISH** — York University. The English Department in the Faculty of Arts invites applications for a contractually limited position at the Assistant Professor level. The position offered is a one-year replacement position (with possibility of renewal) for a specialist in Canadian Literature. The successful candidate will have particular expertise in prose fiction, especially since 1950. Secondary expertise in recent poetry or life-writing or in post-colonial approaches an asset. Duties include a large lecture course in Modern Canadian Fiction and two other full-year courses in areas of

College of Science and Management

Computer Science Program

The Computer Science Program at UNBC has a strong undergraduate and developing graduate program. A substantial expansion of faculty and facilities is underway. Current faculty research areas include: networks; image processing and visualization; artificial intelligence; software engineering; parallel and distributed computing; databases; real-time systems; and computational mathematics. The Program has its own computing facilities based on Sun/Solaris equipment, is supported by a full-time systems administrator, and has access to the University's computing resources which includes a 28-node SGI high performance computing facility.

Assistant Professor (1 Full-Time Term Position)

The University of Northern British Columbia invites applications for a full-time term substitute replacement in the Computer Science Program, with an expected start date of July 1, 2004 (subject to budgetary approval). Emphasis will be on hiring at the rank of Assistant Professor. Candidates in all areas of research will be given consideration; however, priority will be given to individuals with expertise in core areas of computer science including

programming languages, software engineering and hardware architecture. Candidates should possess a Ph.D. in Computer Science or a closely related field, show evidence of research productivity, and have demonstrated the capability for effective undergraduate and graduate teaching. Competition #AC504-04(B)

Please forward your letter of application, curriculum vitae, statement of research and teaching interests, and the names and addresses of three references (including telephone, fax, and email information) quoting the appropriate competition number to: Dr. Deborah Poff, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to: Dr. Waqar Haque, Chair of the Computer Science Program, at Telephone (250) 960-6522 or E-mail cs-search@unbc.ca. Applications received on or before April 15, 2004 will receive full consideration; however, applications will be accepted until the position is filled. Electronic submissions of CVs should be forwarded to: FacultyRecruitment@unbc.ca

School of Business

The University of Northern British Columbia invites applications for tenure-track positions in Accounting and Marketing within the School of Business, with an anticipated start date of July 1, 2004 (subject to budgetary approval). As the largest academic program at the University, the School of Business offers majors in Accounting, Finance, International Business, Marketing and General Business to more than 500 students enrolled in the Bachelor of Commerce degree.

Assistant, Associate or Full Professor – Accounting (2 Tenure Track Positions)

Successful candidates will possess a Ph.D. in Accounting (or be near completion) with flexible teaching interests that meet the needs of the department; be capable of leading curriculum development; show evidence of strong research productivity or potential commensurate with appointment rank; and demonstrate the capability for effective undergraduate and graduate

teaching. Remuneration is designed to attract and retain faculty and is commensurate with qualifications. Competition #FABU05-04(B) Please direct inquiries to: Charles Scheil, School of Business, at Telephone (250) 960-5661; E-mail scheil@unbc.ca.

Assistant, Associate or Full Professor – Marketing (1 Tenure Track Position)

Successful candidates will possess a Ph.D. in Marketing (or be near completion) with flexible teaching interests that meet the needs of the department; be capable of leading curriculum development; show evidence of strong research productivity or potential commensurate with appointment rank; and demonstrate the capability for effective undergraduate and graduate

teaching. Remuneration is designed to attract and retain faculty and is commensurate with qualifications. Competition #FABU05-04(B) Please direct inquiries to: Dr. Elizabeth Croft, School of Business, at Telephone (250) 960-6201; E-mail ecroft@unbc.ca.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax, and email information) quoting the appropriate competition number to: Dr. Deborah Poff, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300. Applications received on or before April 15, 2004 will receive full consideration; however, applications will be accepted until the positions are filled. Electronic submissions of CVs should be forwarded to: FacultyRecruitment@unbc.ca

The University of Northern British Columbia is a small, research-intensive university with an enrolment of 3,500 students in more than 40 undergraduate and graduate academic programs. UNBC provides broad support for faculty to develop their research and teaching capabilities, a strong mandate for growth, a modern and comprehensive campus, and a distinctive quality of life in central British Columbia. Prince George is a dynamic and youthful city with a population of approximately 80,000. The community offers a temperate climate, affordable housing on greenbelts, lakes and rivers, excellent schools and children's activities, extensive summer and winter activities in beautiful settings and a full range of cultural and social activities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

CARRIÈRES

specialization. The position, to commence 1 July 2004 is subject to budgetary approval. Qualifications include PhD in English Literature with specialization in Canadian and demonstrable excellence in teaching. Salary will depend on experience and qualifications. A letter of application, curriculum vitae, three confidential letters of recommendation and a sample of the applicant's written work (no longer than 2500) should reach the Chair by 20 April 2004. Professor Kim Ian Michas, Chair, Department of English, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3 Canada (email: michas@yorku.ca; phone: 416-736-1686; fax: 416-736-5412). York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/academic> or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Temporary entry for citizens of the U.S.A. and Mexico may apply for the provisions of the North American Free Trade Agreement (NAFTA).

F

FINANCE & MANAGEMENT SCIENCE — Saint Mary's University invites applications for a new tenure-track position in Finance at the Assistant Professor level. Candidates for this position should possess a PhD, or be nearing completion. Experience in risk management, derivatives, and financial innovations is especially desirable. Strong teaching effectiveness, commitment to develop innovation and program support, interdisciplinary business acumen, and a developed communication skills, and a collaborative working style are assets. Saint Mary's University, one of Canada's oldest universities, is home to the Sobey School of Business, the largest business school in Atlantic Canada. A Scholarship Committee headed by Saint Mary's is offered with a variety of specializations. In addition, Saint Mary's offers a Masters in Business Administration Degree, an Executive MBA, a Masters Degree in Finance, and the only PhD degree in Business Administration in Atlantic Canada. The Sobey School of Business is located in a modern facility providing state-of-the-art technology as well as classroom space for courses offered by many departments. Saint Mary's and the Sobey School of Business are dedicated to preserving their line in leadership by attracting, supporting, and developing a highly qualified faculty dedicated to pursuing both research and teaching excellence. Applicants for the position should include a letter of application, a curriculum vitae, copies of recent research papers, teaching evaluations, and the names and addresses of three referees. Applications should be forwarded to: Dr. Milton Cheuk, Chair, Department of Finance and Management Science, Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Fax: (902) 494-3313. Applications should be accepted until the position is filled. Preferred start date is July 1, 2004. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Saint Mary's University is committed to the principles of employment equity. Visit our website at www.smu.ca.

FRANÇAIS — Queen's University (Kingston). Le Département d'Études françaises sollicite des candidatures pour un poste de trois (3) ans (non renouvelable) avec entrée en fonction le 1er juillet 2004. Le Département est ouvert à la recherche en tous les domaines d'études supérieures (MA et

PhD) et comprend plusieurs équipes de recherche interdisciplinaires. Nous recherchons la candidature de personnes poursuivant un programme de recherche dynamique en linguistique française avec une spécialisation dans le domaine de l'acquisition d'une langue seconde ou de la didactique des langues et une expérience de l'enseignement du français langue seconde au niveau universitaire. Le/la candidat(e) choisira/ra à coordonner un programme de cours de langue et à encadrer des assistantes/tes d'enseignement. Veille enseignante à tous les niveaux du 1er cycle des cours de langue, de même possibilité que des cours de grammaire, de français des lettres et un cours de 2^e et 3^e cycles. Une connaissance théorique et pratique des tendances actuelles de la recherche appliquée à l'enseignement des langues serait un atout. Les candidats doivent avoir un doctorat en études françaises, en linguistique française ou en didactique et faire preuve d'excellence dans les domaines de la recherche et de l'enseignement. Le poste sera attribué au rang de professeur adjoint. Conformément aux règlements de l'immigration canadienne, les candidats doivent être citoyens canadiens ou immigrants récents. Queen's University pratique une politique d'équité en matière d'emploi et invite des candidatures de femmes et d'hommes qualifiés, de minorités visibles, de peuples autochtones, de personnes handicapées et de personnes appartenant à des minorités sexuelles. Les conditions de travail sont liées par la convention collective entre l'Université et la Queen's University Faculty Association (<http://www.queensu.ca/faculty>) pour les candidats sont priés d'envoyer un curriculum vitae, un échantillon de leurs travaux de recherche, une description de leur expérience d'enseignement et trois lettres d'appreciation avant le 30 avril 2004 à l'adresse suivante: Johanne Bédard, Directrice infirmière, Département d'Études françaises, Queen's University, Kingston, Ontario, Canada, K7L 3N6.

FRENCH — Dalhousie University. Applications are invited for a 12 months fulltime position commencing July 1, 2004 and ending June 30, 2005, at the Assistant Professor level. All candidates will be expected to have a PhD, as well as native or near-native fluency in French. The ideal candidate will have a strong research focus, commitment to departmental involvement, and specialization in either 17th Century French or 19th Century literature. This position is subject to budgetary approval. A letter of application, complete and updated curriculum vitae, and three letters of recommendation should be sent to: Dr. Raymond M. Popho, Chairperson, Department of French, Dalhousie University, Halifax, N.S. B3H 4P9. All materials must be received by April 30, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Affirmative Action Employer. The University's Affirmative Action Program can be found on the website at <http://www.dal.ca>.

G **GEOGRAPHY & ENVIRONMENTAL STUDIES** — Saint Mary's University. Applications are invited for a tenure-track Assistant Professor cross-appointed position between the Department of Geography and the Program in Environmental Studies commencing January 1, 2005. For administrative purposes the Department of Geography is

designated as the primary unit. Teaching responsibilities will be shared between the two units. In the Department of Geography courses include Environmental Management and courses in applied methodologies such as GIS, spatial analysis, geostatistics or remote sensing. Environmental Studies courses may include Environmental Impact Assessment and Environmental Policy and Compliance or graduate courses associated with the interdisciplinary M.Sc. in Applied Science. It is expected that the successful applicant will carry on a research program focusing on environmental issues in Atlantic Canada. A PhD in Geography or Environmental Studies is required for the position. Those with a PhD in the latter area should have a Masters degree in Geography. Those who expect their PhD to be awarded by January 2005 will be considered. Applicants are asked to prepare an application package including a letter of application, curriculum vitae, a sample of recent research work, a teaching dossier, and the names and contact numbers for three referees. The successful candidate will be responsible for teaching one section each of "Pre-Confederation" and "Post-Confederation" first year survey courses, as well as a final year upper level seminar course in "Modern Canadian History". In the candidate's area of specialization. The successful candidate will also be required to teach an intermediate level course. An ability to teach Canadian Women's History and/or Afro-Canadian History would be considered an asset. The successful candidate will be joining a department with a vigorous research culture whose faculty, graduate students, and postdoctoral fellows have made contributions to historical scholarship in a wide range of areas. Our department provides vital support for the university's interdisciplinary programs, including African, Canadian Studies, Asian Studies, Women's Studies, and International Development Studies. We also enjoy a close relationship

with the local museum and educational community. For further information visit our web page: <http://www.smu.ca/academic/arts/history>. The appointment will commence on Sept. 1, 2004. Applicants must have a completed PhD, or be near completion, and demonstrate considerable promise in teaching, research and scholarly publication. Applicants should send a letter of application, a curriculum vitae, a teaching dossier, a sample of recent research work, and a writing sample to the Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3, Fax: (902) 420-5766. Email: history@smu.ca. The closing date for receipt of applications is April 15, 2004. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

H **HISTORY** — Saint Mary's University. The Department of History invites applications for a nine month seasonal appointment in Modern Canadian History to replace a department member on research leave. The successful candidate will be responsible for teaching one section each of "Pre-Confederation" and "Post-Confederation" first year survey courses, as well as a final year upper level seminar course in "Modern Canadian History". In the candidate's area of specialization. The successful candidate will also be required to teach an intermediate level course. An ability to teach Canadian Women's History and/or Afro-Canadian History would be considered an asset. The successful candidate will be joining a department with a vigorous research culture whose faculty, graduate students, and postdoctoral fellows have made contributions to historical scholarship in a wide range of areas. Our department provides vital support for the university's interdisciplinary programs, including African, Canadian Studies, Asian Studies, Women's Studies, and International Development Studies. We also enjoy a close relationship

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UNIVERSITÉ DE MONCTON

Campus de Moncton

L'UNIVERSITÉ DE MONCTON, FONDÉE EN 1963, EST UN ÉTABLISSEMENT D'ÉTUDES SUPÉRIEURES DE LANGUE FRANÇAISE EN MILIEU ANGLAIS. ELLE REGROUPE TROIS CONSTITUANTES SITUÉES DANS LES PRINCIPALES RÉGIONS FRANCOPHONES DU NOUVEAU-BRUNSWICK, SOIT À EDMUNDSTON, À MONCTON ET À SHIPPAGAN.

LE CAMPUS DE MONCTON SOLICITE DES CANDIDATURES AU POSTE SUIVANT :

DIRECTRICE OU DIRECTEUR DE L'ÉCOLE RÉSEAU DE SCIENCE INFIRMIÈRE

L'école réseau de science infirmière offre, via les trois campus de l'Université, deux programmes de baccalauréat, le premier aux étudiantes et étudiants réguliers et le deuxième aux infirmières et infirmiers immatriculés. L'école offre également deux programmes de deuxième cycle, soit le programme de maîtrise en science infirmière et le programme d'infirmière praticienne et d'infirmier praticien. Plus de 650 étudiantes et étudiants sont inscrits dans ces programmes d'études à travers les trois constituantes. Les programmes de deuxième cycle sont offerts au Campus de Moncton, et à distance dans les campus d'Edmundston et de Shippagan. Le site d'enseignement du Campus de Shippagan, pour les programmes en science infirmière seulement, est situé à Bathurst.

L'école fonctionne en réseau et la directrice ou le directeur, dont le bureau est situé au Campus de Moncton, agit comme présidente ou président du Conseil de l'École Réseau. En collaboration avec les chefs de secteur dans les campus d'Edmundston et de Shippagan, elle ou il veille au bon fonctionnement de l'école réseau. Au Campus de Moncton, la directrice ou le directeur est directement responsable d'environ 350 dossiers d'étudiantes et d'étudiants.

Fonctions : Sous l'autorité immédiate du doyen de la Faculté des sciences de la santé et des services communautaires, la personne titulaire de ce poste assure le fonctionnement académique et administratif de l'école, au Campus de Moncton. Présidente ou président de l'assemblée de l'école, cette personne dirige le corps professoral, veille à l'établissement des priorités en tenant compte du budget disponible, analyse et présente les besoins de l'école, coordonne les activités d'enseignement, favorise et stimule un environnement propice à la recherche et travaille au maintien de la qualité académique. Au-delà des activités administratives, la personne retenue sera aussi appelée à assurer l'enseignement de certains cours se rapportant à sa spécialité, le tout faisant partie de sa charge de travail.

Exigences : Les candidates et candidats à ce poste doivent posséder un doctorat en science infirmière ou un doctorat dans une discipline connexe et une maîtrise en science infirmière. En plus de posséder une expérience en enseignement universitaire, les candidates et candidats doivent être membres actifs d'une association professionnelle infirmière ou admissibles à le devenir. Une expérience en administration constitue un atout. Les candidates et les candidats devront faire preuve de leadership et d'un style de gestion privilégiant la participation et le travail en partenariat, utiles pour le fonctionnement en réseau. Elles et ils devront démontrer une capacité à planifier, à organiser et à coordonner des projets impliquant des équipes de travail. Enfin, la maîtrise de la langue française, tant à l'oral qu'à l'écrit, est essentielle et une connaissance de la langue anglaise est nécessaire.

Entrée en fonction, mandat et traitement : Le 1^{er} juillet 2004, pour un mandat de cinq ans, renouvelable. Le traitement annuel est établi selon la formation et l'expérience.

Les candidatures doivent être reçues au plus tard le vendredi 30 avril 2004. Les personnes intéressées à postuler, sont priées de faire parvenir un dossier complet incluant : 1) un curriculum vitae détaillé, 2) une lettre d'accompagnement décrivant les champs d'intérêts en recherche (passés, présents et à venir) ainsi que la vision de la candidate ou du candidat du développement des trois disciplines de l'école, 3) une copie du relevé des études universitaires ou des diplômes obtenus, 4) aux fins de référence, le nom et les coordonnées de trois personnes. Prière de faire parvenir le tout à M. Normand Gionet, Ph.D., doyen, Faculté des sciences de la santé et des services communautaires, Université de Moncton, Moncton (Nouveau-Brunswick) E1A 3E9. Téléphone : (506) 858-3768 ou (506) 858-4945; télécopieur : (506) 858-4308; courriel : gionetn@umoncton.ca.

L'Université de Moncton soutient à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse en priorité aux citoyens et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada.

Un accent sur le savoir

www.umoncton.ca/resshum



DEPARTMENT HEAD Department of Biology

Memorial University invites applications for a tenure/tenure track position as Head of the Department of Biology. The Headship is for a renewable, three-year term and will be filled at a rank appropriate to the experience of the candidate. The Head reports directly to the Dean of Science.

The Department of Biology (<http://www.mun.ca/biology>) is located on the main campus of Memorial University in St. John's and has 34 faculty, 25 cross and adjunct appointments, 28 support staff and 88 graduate students (MSc; PhD). The Department's teaching and research cover a wide range of topics, with particular strengths in ecology/evolution, genetics/cell/microbiology, marine biology and physiology. Faculty members can also take advantage of the Ocean Sciences Centre and Botanical Garden in St. John's, the Bonne Bay Marine Station in Gros Morne National Park and the Harlow Campus in Great Britain.

The appointed Head will provide an active leadership role in a renewal process that will be driven by a large number of pending faculty retirements. The successful candidate will have a PhD and an excellent teaching and research record, and be expected to maintain an active research program. Administrative experience would be an asset.

Letters of application, including a statement of how the Department might evolve under the candidate's leadership, a curriculum vitae, representative publications and the names of three referees, should be sent to:

Biology Headship Search Committee
c/o Dean of Science
Memorial University of Newfoundland
St. John's, NL A1B 3X7, Canada

Applications will be treated in confidence. Review will begin June 1, 2004, and continue until the position is filled. The appointment is expected to take effect September 1, 2004, or as soon thereafter as is mutually agreeable.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to more than 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a friendly city with great historical charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women, men, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Partners of candidates for positions are invited to include their resumé for possible matching with other job opportunities.

CAREERS CAREERS

apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employer/Equality/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

HUMAN DEVELOPMENT/SOCIAL POLICY
The University of New Brunswick. The Canadian Research Institute for Social Policy (CRISP) at the University of New Brunswick invites applications for two-year Post-Doctoral Fellowships commencing July 1, 2004. Applicants must have a PhD in a social science field with a background in human development or social policy, and a strong background in the quantitative analysis of large-scale survey data. Experience in applying complex statistical methods such as hierarchical linear models, structural equation models, and item response theory would be an asset. The position entails research on early child, heredity, and children's developmental pathways from birth to adolescence. CRISP is a multi-disciplinary research organization dedicated to conducting policy

research aimed at improving the education and care of Canadian children and youth, contributing to the training of social scientists in quantitative research methods, and supporting low-income countries in their efforts to build research capacity in child development. Applicants should send a letter describing research interests and experience, a curriculum vitae, copies of selected publications, and three letters of reference addressing the candidate's qualifications relative to the position. Application materials should be sent to: Professor Douglas Wilkins, Director, Canadian Research Institute for Social Policy, University of New Brunswick, 1000, Kestelstad, New Brunswick, Canada E3B 5A3. The University of New Brunswick is committed to the principle of employment equity. For more information contact CRISP visit our web site at www.unb.ca/crisp.

HUMANITIES—The University of King's College invites applications for the position of Teaching Fellow in the Foundation Year Programme (one-year seasonal contract beginning 1 July, 2004 with possible

of two renewals). Duties include teaching and marking responsibilities in an interdisciplinary programme for first-year students which considers Western thought and culture (including literature, history, philosophy, religion and art) from ancient Greece to the present; approximately six hours a week of classes plus eight hours attendance at lectures. All candidates will have an MA or equivalent in some area of humanities or social sciences as a minimum. The position is subject to enrolment. Salary: approximately \$29,812 to \$31,868 (2003-2004). Applications, including a curriculum vitae, three letters of reference and teaching evaluations, should be sent to Dr. Kyle Fraser, Director, Foundation Year Programme, University of King's College, Halifax, Nova Scotia B3H 2A1. Closing date for applications: 23 April 2004. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer.

HUMANITIES COMPUTING—The University of Alberta. The Faculty of Arts in-

cludes applications for a full-time continuing position, at the Assistant Professor level, commencing July 1, 2004, in the area of humanities computing. This position will integrate into the existing M.A. in Humanities Computing programme, now in its third year; some undergraduate teaching will also be expected. The M.A. programme emphasizes computing research methods in the liberal arts and critical thinking and provides students with appropriate technical skills to equip them well either for further study or for careers in information management. Students in this programme will be able to apply the fundamental principles of computing methods in the humanities and its ability to restructure and transform the disciplines, as well as an appreciation of its potential for reinvigorating applications in computer science. Graduates are qualified to work across the interface between computer specialist and project director or manager. More information on the M.A. in Humanities Computing is available at <http://hcomp.ualberta.ca/>. Applicants will present demonstrated evidence of work on the application of cutting edge tools and approaches to humanities disciplines; on some of the more traditionally defined applications of computing in humanities disciplines, including text encoding, knowledge representation, visual design, new media, hypertext, text corpora, computational linguistics, statistical models, and syntactic, semantic, stylistic and other forms of text analysis; and library and research-based uses of digital resources on significant issues of textual and information retrieval; and tools focused work that offers innovative and substantial applications and uses for humanities-based teaching and research throughout the academic and research worlds. Letters of application, including a curriculum vitae, copies of undergraduate and graduate transcripts, and the names, institutional addresses and email addresses of three referees who have been invited to write on the applicant's behalf, should be sent to: Dr. Kyle Fraser, Director, Foundation Year Programme and International Studies, Faculty of Arts, University of Alberta, Edmonton, Alberta, Canada T6G 2E5. Phone: (780) 492-9122; E-mail: kfraser@ualberta.ca. The closing date for applications is: May 7, 2004. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. The University of Alberta is an equal opportunity employer and is committed to the principle of employment equity. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

INTERDISCIPLINARY—The University of King's College invites applications for the position of Teaching Fellow in the Foundation Year Programme (one-year seasonal contract beginning 1 July, 2004 with possible of two renewals). Duties include teaching and marking responsibilities in an interdisciplinary programme for first-year students which considers Western thought and culture (including literature, history, philosophy, religion and art) from ancient Greece to the present; approximately six hours a week of classes plus eight hours attendance at lectures. All candidates will have an MA or equivalent in some area of humanities or social sciences as a minimum. The position is subject to enrolment. Salary: approximately \$29,812 to \$31,868 (2003-2004). Applications, including a curriculum vitae, three letters of reference and teaching evaluations, should be sent to: Dr. Kyle Fraser, Director, Foundation Year Programme, University of King's College, Halifax, Nova Scotia B3H 2A1. Closing date for applications: 23 April 2004. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of King's College is an equal opportunity employer.

INTERNATIONAL DEVELOPMENT STUDIES—The University of Windsor. The International Development Studies Program invites applications for a nine-month seasonal contract position at the Assistant Professor rank, effective September 1, 2004. The successful candidate must have a PhD and permanent residents will be given priority. Saint Mary's University is committed to the principles of employment equity. Applicants should submit a letter of application, curriculum vitae and the names and addresses of three referees to: E. Kevin Kelloway, Chair, Department of Management, Saint Mary's University, Halifax, NS, B3H 3C3. Fax: (902) 420-5119. Applications will be considered until the position is filled.

MANAGEMENT & LABOUR STUDIES—The University of Windsor. The Odette School of Business invites applications for a tenure-track position in the area of Management and Labour Studies at the rank of Assistant Professor or Lecturer commencing as early as July 1, 2004. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4. Fax: (519) 253-3000. Ext. 3091. Fax: (519) 973-7073; Email: jdiesel@uwo.ca.

ITALIAN—Dalhousie University. Applications are invited for a 9-month full-time position commencing in September 1, 2004 and ending May 31, 2005, at the Lecturer level. All candidates would be expected to have at least an M.A., as well as native or near-native fluency in Italian. The selected candidate will teach first year and second year Italian courses, and help in the administration of the Italian program. The position is subject to budgetary approval. A letter of application, complete and updated curriculum vitae, and letters from three referees should be sent to: Dr. Raymond Mopoh, Chairperson, Department of French, Dalhousie University, Halifax, NS, B3H 4P9. All materials must be received by April 30, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employer/Equality/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

LABOUR STUDIES—York University. Faculty of Arts, Division of Social Science invites applications for a one-year contract/limited appointment at the Assistant Professor level commencing July 1, 2004. The Division is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as a number of specialized interdisciplinary programs, including Labour Studies. Information about the Labour Studies program can be found at <http://www.arts.yorku.ca/sovc/>. The successful candidate will hold a PhD (or be close to completion) in one of the social sciences and will show promise of excellence in research and publication. He or she must demonstrate a strong competence in undergraduate teaching, and an ability to teach in an interdisciplinary program. The candidate will teach the equivalent of three full-year courses from the available list of full and half courses: AS/SOSC 4250 6.0 Special Topics in Labour Studies; AS/SOSC 3241 3.0 Labour and Globalization; Comparative Perspectives; AS/SOSC 3815.03 Canadian Unions; In the Area of Work; AS/SOSC 3818 3.0 Diversity Issues in the Workplace; AS/SOSC 3993.30 Strategies of Social Research. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/affirmative>. A copy of the policy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Temporary entry for citizens of the U.S.A. and Mexico may apply for the provisions of the North American Free Trade Agreement (NAFTA). Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and a sample publication, and to have three referees send letters of reference to: Mary Louise Cullen, Chair, Division of Social Science, 5156 Keele Street, 4700 Keele Street, Toronto, M3J 1P3. Telephone: 416-736-0556; Fax: 416-736-5574; E-Mail: mccullen@yorku.ca. All York University applications are subject to budgetary approval. Deadline: May 1, 2004.

MANAGEMENT—McGill University. Faculty of Management: Applications are invited for limited term appointments as Assistant Professor (special category), and Visiting Professor, in the areas of Accounting, Organizational Behaviour, and Human Resource Management. Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management has over 65 fulltime faculty members in B.Com., MBA and PhD degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference to: Associate Dean, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec H3A 1G5. Closing date to receive applications: April 15, 2004. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

MANAGEMENT—Saint Mary's University. The Department of Management invites applications for a tenure track appointment at the Assistant Professor level. Applicants should have a completed PhD in a relevant discipline. We are particularly interested in individuals who can contribute in the areas of corporate social responsibility/business ethics and strategic management. Successful candidates would be expected to establish and manage an active program of research in these areas and to teach at the undergraduate, MBA and PhD levels. With full time faculty and an enrollment of approximately 2,500 full and part-time students, enrolled in B.Com., MBA, MBA and PhD programs, Saint Mary's University is the largest business program in Atlantic Canada. The Sobey School of Business is housed in a new facility, fully compatible with the University's focus on information technology. The University is committed to excellence in both teaching and research that demonstrates leadership in Atlantic Canada and internationally. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Saint Mary's University is committed to the principles of employment equity. Applicants should submit a letter of application, curriculum vitae and the names and addresses of three referees to: E. Kevin Kelloway, Chair, Department of Management, Saint Mary's University, Halifax, NS, B3H 3C3. Fax: (902) 420-5119. Applications will be considered until the position is filled.

MANAGEMENT & LABOUR STUDIES—The University of Windsor. The Odette School of Business invites applications for a tenure-track position in the area of Management and Labour Studies at the rank of Assistant Professor or Lecturer commencing as early as July 1, 2004. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4. Fax: (519) 253-3000. Ext. 3091. Fax: (519) 973-7073; Email: jdiesel@uwo.ca.

MANAGEMENT SCIENCE—The University of Windsor. The Odette School of Business invites applications for a 12-month limited-term faculty position in the area of Management Science at the rank of Assistant Professor or Lecturer commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4. Fax: (519) 253-3000. Ext. 3091. Fax: (519) 973-7073; Email: jdiesel@uwo.ca.

MARKETING—Royal Roads University. We are currently seeking applications from interested/qualified educators for the position of Faculty Member, Marketing, joining a key

role in the design, development and delivery of courses in the M.B.A. Professor programs offered by our School of Business. Royal Roads was established to serve the needs of the local community and the global economy. It is the only public university in Canada dedicated to exclusively offering a program at the post-secondary level. Qualifications include demonstrated teaching excellence; an ability to work within an interdisciplinary outcomes-based curriculum; a PhD or broad theoretical understanding of the field; strong applied skills; experience in curriculum design and development; and familiarity with (or interest in) Internet based distance education. Applicants must be able to work effectively in a team environment focused on a common vision and operational goals. We offer a comprehensive compensation package, with starting salary based on qualifications and experience. RRU is an equal opportunity employer, committed to the principle of equity in employment. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority consideration. Additional faculty opportunities in the areas of business, international business and corporate/social responsibility may also be available; submit a budgetary approval, a copy of your curriculum vitae, a statement of research and teaching interests, and a sample publication, and to have three referees send letters of reference to: Office of the Dean, Faculty of Mathematics, University of New Brunswick, Box 5050, Saint John, New Brunswick E2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of New Brunswick is committed to the principle of employment equity. All qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities, are encouraged to apply.

MATHEMATICS—The University of New Brunswick in Saint John. The Department of Mathematics is seeking individuals for one year limited term position in Mathematics commencing July 1, 2004. The appointments are subject to budgetary approval. Applicants should hold or be nearing completion of a PhD in Mathematics and have a strong interest in the area of Applied Mathematics. Teaching duties include introductory as well as upper level undergraduate courses. The Department offers Mathematics Majors through BSc, BA, and MSc/DA degree programs and a BSc degree with a Mathematics-Economics Major. Applicants should send a current curriculum vitae (including a list of publications, if applicable) and arrange for three reference letters to be forwarded directly to: Dr. Merzik Kameel, Chair, Department of Mathematical Sciences, University of New Brunswick, Box 5050, Saint John, New Brunswick E2L 4L5, Fax: (506) 648-5799; Email: mathsci@unbsj.ca.

MATHEMATICS & STATISTICS—McGill University. The Department of Mathematics and Statistics is seeking individuals to fill a position at the level of Faculty Lecturer. The candidate should have a PhD in mathematics and a strong interest in the area of Applied Mathematics. Teaching duties include introductory as well as upper level undergraduate courses. The Department offers Mathematics Majors through BSc, BA, and MSc/DA degree programs and a BSc degree with a Mathematics-Economics Major. Applicants should send a current curriculum vitae (including a list of publications, if applicable) and arrange for three reference letters to be forwarded directly to: Dr. Merzik Kameel, Chair, Department of Mathematical Sciences, University of New Brunswick, Box 5050, Saint John, New Brunswick E2L 4L5, Fax: (506) 648-5799; Email: mathsci@unbsj.ca.

MATHEMATICS & STATISTICS—McGill University. The Department of Mathematics and Statistics is seeking individuals to fill a position at the level of Faculty Lecturer. The candidate should have a PhD in mathematics and a strong interest in the area of Applied Mathematics. Teaching duties include introductory as well as upper level undergraduate courses. The Department offers Mathematics Majors through BSc, BA, and MSc/DA degree programs and a BSc degree with a Mathematics-Economics Major. Applicants should send a current curriculum vitae (including a list of publications, if applicable) and arrange for three reference letters to be forwarded directly to: Dr. Merzik Kameel, Chair, Department of Mathematical Sciences, University of New Brunswick, Box 5050, Saint John, New Brunswick E2L 4L5, Fax: (506) 648-5799; Email: mathsci@unbsj.ca.

MATHEMATICS & STATISTICS—McGill University. The Department of Mathematics and Statistics is seeking individuals to fill a position at the level of Faculty Lecturer. The candidate should have a PhD in mathematics and a strong interest in the area of Applied Mathematics. Teaching duties include introductory as well as upper level undergraduate courses. The Department offers Mathematics Majors through BSc, BA, and MSc/DA degree programs and a BSc degree with a Mathematics-Economics Major. Applicants should send a current curriculum vitae (including a list of publications, if applicable) and arrange for three reference letters to be forwarded directly to: Dr. Merzik Kameel, Chair, Department of Mathematical Sciences, University of New Brunswick, Box 5050, Saint John, New Brunswick E2L 4L5, Fax: (506) 648-5799; Email: mathsci@unbsj.ca.

MATHEMATICS & STATISTICS—McGill University. The Department of Mathematics and Statistics is seeking individuals to fill a position at the level of Faculty Lecturer. The candidate should have a PhD in mathematics and a strong interest in the area of Applied Mathematics. Teaching duties include introductory as well as upper level undergraduate courses. The Department offers Mathematics Majors through BSc, BA, and MSc/DA degree programs and a BSc degree with a Mathematics-Economics Major. Applicants should send a current curriculum vitae (including a list of publications, if applicable) and arrange for three reference letters to be forwarded directly to: Dr. Merzik Kameel, Chair, Department of Mathematical Sciences, University of New Brunswick, Box 5050, Saint John, New Brunswick E2L 4L5, Fax: (506) 648-5799; Email: mathsci@unbsj.ca.

MECHANICAL & AEROSPACE ENGINEERING—The University of Windsor. The Faculty of Engineering at the University of Windsor invites applications for a tenure-track position in the area of Applied/Social Sciences at the Assistant Professor rank commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. N. Bawaz, PhD, P.Eng, Chair, Joint Appointment Search Committee, c/o Office of Dean of Engineering, Windsor, ON, N9B 3P4; Fax: (519) 253-3000, Ext. 2693; Fax: (519) 973-7035; Email: bawaz@uwo.ca.

Lakehead UNIVERSITY

TENURE TRACK POSITION
IN INFORMATION TECHNOLOGY
FACULTY OF BUSINESS ADMINISTRATION

The Faculty of Business Administration at Lakehead University invites applications for a probationary (tenure-track) appointment in the area of information technology. The Faculty of Business Administration is committed to the development and delivery of graduate and undergraduate programs, preparing students for professional careers in management.

Applicants should have a strong interest in teaching and developing courses in regular and cooperative work/study programs in the IT field and have an interest in conducting research in their area of specialty. Individuals in the field of E-commerce technology are preferred. Candidates for this position should ideally possess or be nearing completion of a PhD. Rank and salary are dependent on qualifications and experience. This appointment will commence on August 1st, 2004.

Interested applicants should send a curriculum vitae, and the names and addresses of three referees to:

Dr. Bahram Dagdostar
Dean, Faculty of Business Administration
Lakehead University
Thunder Bay, Ontario, Canada, P7B 5E1

Review of applications has begun and will continue until the position has been filled.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Lakehead University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified applicants, including women, individuals with visible minorities, aboriginal persons, and persons with disabilities.

NSERC UFA FACULTY POSITION IN MARINE SCIENCES
Ocean Sciences Centre

The Ocean Sciences Centre (OSC) of Memorial University invites applications from candidates eligible for a Natural Sciences and Engineering Research Council University Faculty Award (UFA). The award is only available to women and aboriginal scientists who are citizens or permanent residents of Canada. The OSC would sponsor the UFA application, and the successful candidate will be offered a tenure-track position at the Assistant Professor level, conditional upon their acceptance into the UFA program and the awarding of an NSERC discovery grant. Interested candidates should consult the eligibility criteria for the UFA program at www.nserc.ca/professors.asp?nav=profnav&lbic=7.

We are seeking highly motivated candidates who wish to join a dynamic group conducting marine science at one of Canada's leading ocean universities. The successful candidate will be expected to develop a vigorous research program that takes advantage of our excellent water laboratory facilities and/or field services unit, should have a record of outstanding research in one of the focal areas of the OSC (listed below). However, we are particularly interested in candidates working in the areas of organismal biology (at the whole animal and/or molecular level) or oceanography.

The OSC <http://www.osc.mun.ca>, which is located 10 km north of the university's main campus in St. John's, lends itself to the study of cold-ocean processes and sub-arctic and arctic organisms, and is the only year-round research laboratory of its kind in North America. The OSC is recognized internationally for the quality and productivity of its cold-ocean research programs in marine biology, marine animal physiology and biochemistry, chemical, biological and fisheries oceanography, fish behaviour and aquaculture. The mission of the OSC is to conduct and promote research into the marine environment primarily through the teaching and supervision of graduate students (PhD and M.Sc.) and post-doctoral fellows. At present, the OSC has a core faculty of 11 and a staff of 30. In addition, 50 graduate students and 10 post-doc research associates are conducting research at the OSC.

Memorial University is the largest university in Atlantic Canada with more than 17,000 students, and plays an integral part in the educational and cultural life of Newfoundland and Labrador. Memorial provides a distinct stimulating environment for learning, and St. John's is a very safe, friendly city, with a regional population of 180,000, that has great historic charm, a vibrant cultural life, and easy access to a range of outdoor activities.

To apply send an application (including a short statement of research interests, a curriculum vitae, and the names of three referees) to:

Dr. Joseph Brown, Interim Director
Ocean Sciences Centre
Memorial University of Newfoundland
St. John's, Newfoundland, Canada, A1C 5S7
Email: jbrown@mun.ca
Phone: 709-737-3588

Electronic applications are encouraged. Review of applications will begin on May 1, 2004.

In accordance with NSERC UFA eligibility requirements only Canadian citizens and permanent residents of Canada should apply. In addition, in accordance with NSERC UFA eligibility requirements, only women and aboriginal scientists should apply. Partners of candidates for positions are invited to include their resumes for possible matching with other job opportunities.

CAREERS CARRIÈRES

diversity of theoretical perspectives. Applicants should include a covering letter, curriculum vitae, evidence of teaching ability and one article-length sample of research writing. Applications should also provide names and addresses (including email) of three referees and should ask these referees to send their letters directly to the Chair no later than the application deadline given below. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who are committed to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements Canadian citizens and permanent residents will be given priority. Applications should arrive no later than September 7, 2004. Address correspondence to Chair, Department of Sociology, University of Victoria, P.O. Box 3050, Victoria B.C. The Department's Web address is <http://web.uvic.ca/soc/>.

■ SOCIOLOGY – The Department of Sociology invites applications for a tenure stream appointment at the Assistant Professor level, commencing July 1, 2004. We seek a sociologist in the sociology of health, illness, medicine, and health policy. A completed CV is required at time of application. An applicant as is demonstrated record of excellence in teaching. An active productive research program in the area of research including a demonstrated record of obtaining research funding and productivity. In addition to teaching sociology of health, applicants should be prepared to teach in at least one of the core areas of the undergraduate and graduate programs. As well, applicants may be required to teach courses in other areas and supervise graduate students. Interested candidates should send their curriculum vitae, a brief accompanying letter and ask three referees to send letters of recommendation to Lawrence Wassenaar, Chair, Department of Sociology, University of New Brunswick, Fredericton, N.B., E3B 5A3. Closing date for receipt of applications is April 14, 2004. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Applications should be submitted to the University of New Brunswick. The University of New Brunswick is committed to the principle of employment equity and encourages applications from women, persons with disabilities, and aboriginal peoples. The University can be found at the UNB Web Site: <http://www.unb.ca/>.

■ SOCIOLOGY & ECONOMIC DEVELOPMENT – The University of New Brunswick, Fredericton, is seeking applications for a tenure-track appointment at the rank of Assistant Professor commencing July 1, 2004. The successful candidate must have completed a PhD or expect to graduate within the year 2004, be an experienced community development practitioner with some teaching experience and the potential to develop a quality research program and participate in the affairs of the department. The Professor's experience should include work in small northern communities and the candidate should have demonstrated familiarity with northern, rural and Aboriginal development issues. Applicants should submit a complete curriculum vitae, a description of their teaching experience, a statement of research philosophy, and arrange for three letters of recommendation from professional references and official transcripts to attention of Dr. Arthur H. Perlin, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4. You may also contact us at dean@uac.ca or telephone (705) 949-2301 ext. 232 for more information. Features are subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with a visible minority, persons with disabilities, and aboriginal people. Applications will be received until the position is filled.

■ SOFTWARE ENGINEERING – The University of Alberta, The Department of Computing Science is seeking outstanding candidates for a tenure-track assistant professor position in the areas of Software Engineering and/or Software Systems. Candidates must have a PhD in computer science and a demonstrated ability to pursue an innovative research program and to attain excellence in graduate teaching and supervision. The department is well known for its collegial atmosphere, dynamic and well-funded research environment, and superb teaching infrastructure. Its faculty are internationally recognized in all areas of computing science and enjoy collaborative research partnerships with local, national, and international industries. The University of Alberta, located in the provincial capital of Edmonton, is one of Canada's largest and finest teaching and research institutions, with a strong commitment to undergraduate teaching, community involvement, and research excellence. As a population center of approximately 800,000, Edmonton offers a quality affordable lifestyle that includes a wide range of cultural events and activities. In a natural setting close to the Canadian Rockies, Alberta's innovative funding programs for supporting and sustaining leading-edge research have attracted world-class researchers and outstanding graduate students to our department and to the campus. Further information about our department and university can be found by visiting www.cs.ualberta.ca. Recruiting to this position is subject to pending funding approval. Salaries and starting research funds are competitive. The desired start date is July 1, but the competition will remain open until a suitable candidate is found. To apply send your curriculum vitae, a research and teaching statement, the names and addresses of three referees, and other supporting documentation to: Iris Everett, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2E8 or events@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment.

ment. We welcome diversity and encourage applications from all qualified individuals, including women, persons with disabilities, members of visible minorities, and aboriginal peoples.

■ SPANISH – Saint Mary's University, The Department of Modern Languages and Classics invites applications for a four-month, seasonal appointment for the Spanish program in the Faculty of Arts (September 1 to December 31, 2004). The courses to be taught include basic Spanish language courses. Candidates should demonstrate successful experience in university teaching and a strong commitment to undergraduate language instruction. Applicants should hold at least an MA degree in a relevant field and possess native or near-native fluency in Spanish and English. Saint Mary's University is uniquely committed to internationalizing its curriculum as a way of engaging global issues and of preparing students to live and work in a global environment. Letters of application, accompanied by an up-to-date curriculum vitae, teaching evaluations, a teaching dossier (if available) and three letters of reference should be addressed to: Selection Committee for Spanish, Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, e-mail: anthony.farello@smu.ca. The closing date for applications is April 30, 2004. Saint Mary's University encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal peoples, and persons with disabilities. Although candidates of all nationalities are encouraged to apply, Canadian Immigration policy requires that priority consideration be given to qualified Canadian citizens and permanent residents. Visit our web site at www.smu.ca.

■ SPANISH – Dalhousie University, The Department of Spanish invites applications for one nine-month limited-term appointment to teach Spanish literature and culture at the rank of Lecturer/Assistant Professor to be September 2004. This position is subject to budgetary approval. The successful candidate will be a PhD or PhD in hand and native or near-native fluency in Spanish and be qualified to teach language and culture at the undergraduate level. He/she will be expected to teach courses in Latin American Civilization and Literature in addition to language and culture. A letter of application, curriculum vitae, statement of research interests, and the name of three (3) referees should be submitted to: Dr. Alan A. Gemenetz, Mice, Chair of the Department of Spanish, Dalhousie University, 6135 University Avenue, Room 302A, Halifax, NS, B3H 4H9, e-mail: mgmenetz@dal.ca. The deadline for applications is April 30, 2004. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified aboriginal people, persons with a disability, racially visible persons and women. More information on Dalhousie University can be found at the Dalhousie University web site <http://www.dal.ca>.

■ STATISTICS & ACTUARIAL SCIENCE – The University of Waterloo (UW) has one of the most eminent actuarial science programs in Canada. The faculty members of this unit have attained a high level of distinction in their research, teaching and professional contributions. The graduates of the Waterloo program are internationally recognized. In recent years, UW has also developed a strong research presence in the field of modern finance, with a special emphasis on computational finance. More than 75 new bachelor's and 20 master's and doctoral graduates enter the insurance and finance industries each year from the undergraduate and graduate actuarial science programs, and the master's program in quantitative finance coordinated by the Centre for Advanced Studies in Finance. The University has recently created the Institute for Quantitative Finance and Insurance (IQFI) to combine the strengths of these two disciplines and provide the vehicle for a major research and teaching thrust in the area of financial risk management broadly defined. This initiative was made possible through support from companies in the insurance and financial services industries, and matching contributions from the financial and insurance industries. The Ontario Research and Development Challenge Fund. The Institute will advance research in the financial and insurance areas and will promote new knowledge. A generous contribution by the Canadian Imperial Bank of Commerce to UW's capital campaign has enabled the University to inaugurate two CIBC Chairs in Financial Risk Management under the auspices of the IQFI. One of these Chairs will be located in the Department of Statistics and Actuarial Science. The purpose of this Chair is to help the University of Waterloo enhance its leadership role in finance and insurance education and research, and to expand its expertise by building on its present strengths in the areas of actuarial science, statistics, and to support and supplement faculty influence on professional education and continuing education of the insurance and recognition to the interaction between the University and the insurance and financial services industries. The Chair is supported by CIBC to support applied research and the transfer of basic research into current practice in the financial services and insurance industries. The Chair is an Imperial Bank of Commerce is a leading North American financial institution. Through its comprehensive electronic banking network, branches and offices across Canada and around the world, CIBC offers a full range of products and services to more than nine million personal banking and business customers. The appointment is for a period of five years, with an expected start date of the anticipated start date is July 1, 2004. The duties of the Chair holder include: conducting and overseeing a program of research relevant to financial risk management, actuarial science or insurance; undergraduate and graduate teaching; leading seminars and colloquia that involve both undergraduate and graduate students; disseminating applied research through seminars and professional meetings. The Chair holder will be a member of the Department of Statistics and Actuarial Science in the Faculty of Mathematics at the University of Waterloo and play a leadership role in the Institute for Quantitative Finance and Insurance. The ideal candidate will have earned

a PhD in an appropriate field of research within the last four years, and will already have a strong record as a researcher, with exceptional promise for distinction in some aspect of actuarial science, finance or closely related discipline. The successful candidate must possess strong communication skills and be an excellent teacher. Please send applications and nominations, including a recent curriculum vitae, by April 30, 2004, to Professor Alan George, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

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■ WRITING – The University of Western Ontario, The Faculty of Arts & Social Sciences invites applications for the position of Director of Writing and Technical and Professional Communication. This tenure position at the rank of Associate or Full Professor is scheduled to commence 1 July 2004. The successful candidate must possess the completed PhD or equivalent and a strong record of research and teaching in writing and technical or professional communication. In addition, he or she must have proven administrative abilities and experience in coordinating a writing or communication program. Responsibilities will include teaching courses in Writing, the appointment and scheduling of instructors, academic counselling of students, timetabling of courses; training and supervision of faculty and staff; budget planning and management; curriculum development; and overall administration of the writing and technical communication studies in diverse faculties across the university. The successful candidate will

be tenured in the Department of English and will have the opportunity to participate in the intellectual life of the department. Cross-appointment with other units may be possible. Posters are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should have fluent written and oral communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Send letter of application with curriculum vitae and copies of transcripts, a writing sample, and three letters of reference to: Dr. J. Douglas Kneale, Professor and Chair, Department of English, The University of Western Ontario, London, Ontario, Canada N6A 3K7. Applications must be received by May 2004.

ACCOMMODATIONS

■ LANGUEDOC – Owners' new elegant village house near Montpellier Sep 1 2004-June 30 2005. 3 bedrooms, fully equipped, \$1300 per month, despatch/visa/2concordia, ca. (514) 487 2312.

■ PROVENCE/SOUTH OF FRANCE – Furnished three-bedroom house – picturesque Puybarrat, 20 km from Aix, Available from July 2004, from 200/month inclusive. Contact Beth at (416) 588-2580, beth.savan@utoronto.ca, web site: www.geocities.com/bevan.

■ TORONTO – Sabbatical Rental – August 04-August 05, 3 bedroom house in Bloor West Village, 15' to downtown, Near schools, TTC and High Park, \$1,650 + utilities. Contact: 416-761-1780, fernando@ryerson.ca.

■ FIRENZE/ITALY – Sabbatical/holiday rental – central location, attractive 2 double bedrooms apartment, living and dining

room, well equipped kitchen; Monthly (4 weeks) 1350.00 euros + utilities/final cleaning. Weekly all included 650.00 euros (two people); Spezzotti Ph +39-055-245 739, e-mail: court@issat.it.

■ GENEVA/SWITZERLAND – Holiday shorts stays – central, attractive studio 12 1/2 rooms sleeps 2/3; Weekly all included 550.00 euros; Spezzotti Ph +39-055-245 739, e-mail: court@issat.it.

■ HALIFAX – For Rent – Beautiful, fully furnished, nicely decorated, 3-level townhouse w/ garage, ideally located in a quiet area only a few minutes from Dalhousie/St. Mary's/downtown. Available (sabbatical leave) for at least 6 months between 04/07/01-2005/06/30. Ideal for visiting faculty. Rent: \$1300 + U, Email: shore@dal.ca.

■ PARIS – Short-term shared accommodation – room with private bathroom in high rise apartment place d'Italie, 250 euros per week, bechmann.cecilia@wanadoo.fr.



THE UNIVERSITY OF BRITISH COLUMBIA

MUSCULOSKELETAL BIOLOGIST DEPARTMENT OF ORTHOPAEDICS

The Department of Orthopaedics at the University of British Columbia invites applications for a faculty position at the Assistant or Associate Professor level, Grant Tenure Track, in musculoskeletal biology. The start date will be July 01, 2005 or earlier.

This is a large Department with seven distinct Divisions, which has earned international renown for its programs in research, education and clinical care. Its activities in basic research are expanding and the successful applicant will be expected to lead in the building of a research program in orthopaedic biology, fostering collaboration with the Division of Orthopaedic Engineering Research as well as other groups within and beyond the Department. The new research program will be a key element of a recent CFI-funded research initiative: The Centre for Hip Health: A Lifespan Approach.

The successful candidate will hold a PhD degree or equivalent and have research expertise in bone biology, bone pathology, bone regeneration and/or tissue engineering of bone. Our interest is in applied research, so we would encourage biomedical engineers with expertise in any of these research areas to consider applying. Ideally, the successful candidate would have experience in collaborating with clinicians from at least one of the sub-specialties of Orthopaedics. We expect that successful collaborations will be forged with other research groups at UBC such as the Biomedical Research Centre, the Biotechnology Laboratory and with groups at Vancouver Coastal Health Research Institute. Available resources at UBC and VCHRI include microarrays, flow cytometry, mass spectroscopy, key infrastructure for genomics, proteomics, and transgenesis, animal facilities, and biomechanical testing equipment.

The responsibilities of this position will be to develop a strong, externally funded research program and to participate in the educational program in the faculty including supervision of graduate students, as well as training of residents and fellows. Salary will be commensurate with qualifications and experience.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

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National Day of Mourning for Workers Killed and Injured on the Job



April 28



Western

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QUICK REVIEWS/LIVRES EN BRIEF



Moving a Mountain: Transforming the Role of Contingent Faculty in Composition Studies and Higher Education

Eileen E. Schell & Patricia Lambert Stock, eds. Urbana, Illinois: The National Council of Teachers of English, 2001; 400 pp; ISBN: 0-8141-5508-1; paper \$37.95 us.

In *Moving a Mountain: Transforming the Role of Contingent Faculty in Composition Studies and Higher Education*, policymakers, academic ad-

ministrators, and both tenure-stream and contingent faculty focus on the field of composition as they address this question in case studies, local narratives and analyses of models for ethical employment practices. Reporting and reflecting on situated efforts to redress the counterproductive conditions in which part-time and non tenure-track writing faculty are too often asked to teach and students are too often asked to learn, the contributors present and evaluate a range of proactive strategies for change in the context of both local conditions and broader considerations: recent economic trends, labor patterns and ideological debates. Volume editors Eileen E. Schell and Patricia Lambert Stock position these initiatives in a historical context and project future trends and issues surrounding the work of part-time and non tenure-track faculty. Despite their different political stances, institutional settings and reform agendas, the contributors argue persuasively why it is in the academy's best interest to reconsider the roles and rewards it has offered to contingent faculty.

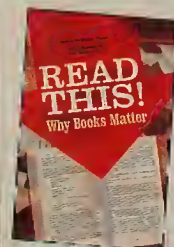


Apolitiques, les jeunes femmes?

Anne Quéniart et Julie Jacques. Montréal: Les éditions du remue-ménage, 2004; 156 p.; ISBN: 2-89091-217-5; 19.95 \$ CAN. (cartonné).

Qu'en est-il à l'heure actuelle de l'engagement politique des jeunes? L'image qui domine dans les médias, celle d'une jeunesse apolitique, voire cynique, est-elle représentative? Au terme d'une enquête menée auprès d'une trentaine de militantes âgées de 18 à 30 ans, les auteures soulignent que le consensus

sur la dépolitisation de la jeunesse n'est pas si évident. Au contraire, même. Les jeunes femmes qu'elles ont rencontrées sont engagées politiquement, elles ont des convictions profondes, elles croient au changement et veulent en être partie prenante. Cet ouvrage trace un portrait des pratiques d'engagement de ces militantes au sein de partis politiques, d'un regroupement féministe et de divers groupes du milieu communautaire québécois, qu'il s'agisse de la défense des droits des exclus, des jeunes ou de l'environnement ou encore de la lutte altermondialiste. Les auteures nous font découvrir, récits de vie à l'appui, une image très différente de celle d'une jeunesse s'intéressant peu à la chose publique. Loin d'être l'exception, ces militantes disent ressembler à beaucoup de jeunes d'aujourd'hui, qui ont « le goût de faire des choses », de s'impliquer mais à qui « il faut faire une place ».



Read This! Why Books Matter

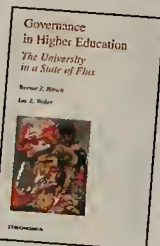
Karen Zoppa, ed. Winnipeg: J. Gordon Shillingford Publishing Inc., 2003; 128 pp; ISBN: 0-920486-53-3; paper \$16.95 ca.

Why are books disappearing from English classrooms? In a society dominated by two-dimensional electronic images, outcomes-based curricula and standards test, some departments of education no longer require the teaching of longer literary forms. In *Read This! Why Books Matter*, teachers, parents, poets

and writers boldly analyze the forces erasing literature from the English classroom, and passionately testify to the irreplaceable role of books in education and in life.

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Discussion of University Governance Needed in Canada



Governance in Higher Education: The University in a State of Flux

Werner Z. Hirsch & Luc E. Weber, eds. London, Paris & Geneva: Economica Ltd., 2001; 204 pp; ISBN: 2-7178-4190-3; hardcover \$19.95 us.

By GLEN A. JONES

HOW should universities make decisions? Given the significant higher education reforms that have taken place in many countries, the shifting role of

the university in the face of new social and economic demands and the dramatic expansion of enrollment in many jurisdictions, it is not surprising this question is receiving considerable attention in the higher education research literature. University governance has become an important issue for policymakers, institutional leaders and the university community.

Unfortunately, this edited collection of papers selected from a January 2000 colloquium in California contributes little to the international discussion of university governance. The central problem is the lack of balance in perspectives, author selection and jurisdictional coverage. While the objective of the volume is to review university governance in the United States and Western Europe, seven of the 13 chapters focus primarily on governance in the American research university — a problem of balance that becomes exacerbated by the editorial decision to begin with three such chapters and conclude the book with two more.

The American contributors demonstrate little knowledge about university governance outside the U.S. and the sandwiched Western European coverage is marginalized in a volume that begins and ends with the assumption that the American research university is "the" university.

The organizational structure of the volume is particularly unfortunate given the strongest chapters are buried in the middle. Guy Neave's essay on "Governance, Change and the Universities in Western Europe" is a thoughtful macro-review of reforms in university governance in continental Europe in the context of significant shifts in university-state relationships.

Further along, Peter Scott reviews a number of university models and demonstrates how different views of governance emerge from different understandings of university organizations. He defines and discusses five useful patterns or categories of university governance. He concludes that governance reform must somehow address seemingly contradictory pressures of the need to centralize, "to act corporately," (p. 139) and the desire for decentralization, in order to encourage greater innovation. He argues in favour of "a shift from emphasizing governance's contribution to the management of change to its responsibility for changing institutional cultures" (p. 140) through open and transparent processes.

Hans van Ginkel (in a poorly copyedited chapter) discusses the tremendous diversity of university governance arrangements and the impact of these differences on university policies and strategies. He makes a number of interesting observations on the dramatic reforms to university governance arrangements that have taken place in The Netherlands as well as other jurisdictions.

James Duderstadt's contribution, "Fire, Ready, Aim! University Decision-Making During an Era of Rapid Change," is a call for significant governance reform including rebalancing participatory faculty governance structures and overhauling "weak, ineffectual, and usually short-term administrative leadership." (p. 49)

One of the core challenges associated with discussions of university governance is that where one stands is heavily influenced by where one sits. Since many of the contributors to this volume are current or former university presidents, a great deal of attention is given to factors that reduce a university president's ability to respond quickly in a rapidly changing environment. Most of the American contributors assume, like Frank Rhodes in the opening chapter, that "the concept of board governance and responsibility has proved remarkably resilient and successful" (p. 13), but that the system fails when boards become politicized or begin to intrude into the affairs of the central administration.

Faculty participation in university decision-making — or "shared governance" in American parlance — receives considerable attention in several chapters, but none of the authors suggest faculty could play a legitimate role on university governing boards, or that collective bargaining is anything other than a destructive phenomenon. The voices of faculty, students, trustees, external organizations and government leaders are largely missing from the discussion.

Given the focus of the volume is on the governance of research universities, surprisingly few of the authors view the topic as one that can be addressed by research. With a few important exceptions, the authors seldom refer to empirical research on university governance in the U.S. or elsewhere.

The "Glen Declaration," a series of statements and suggestions on governance reform emerging from the conference, is included as an appendix, but there is no attempt to explicitly link these ideas to the arguments of the chapter authors or to any other body of research or thought.

In one way or another, all of these criticisms of the book involve issues of balance and the editors have done little to help the reader understand the logic underscoring these decisions. The editors' introduction takes the form of a four-page preface, but there is no introductory chapter to guide us and no concluding chapter to help us understand where we have been.

Canadian readers will learn relatively little from this volume other than the fact that other jurisdictions are grappling with many of the same governance issues that can be found in our universities. Neave's chapter provides a good introduction to some of the dramatic changes in governance arrangements taking place in some Western European countries, and Scott and others provide a useful analysis of the key challenges associated with governance reform.

Perhaps the book's greatest contribution is that it provides a fairly clear indication of how a number of influential American higher education institutional leaders understand the topic and their answers to the question of how universities should decide. The volume clearly reinforces the need for a Canadian discussion of university governance and the importance of finding made-in-Canada solutions that address our unique issues and needs. ■

Glen A. Jones is an associate professor of higher education at the Ontario Institute for Studies in Education at the University of Toronto.